

SAN FRANCISCO PUBLIC LIBRARY



3 1223 06447 0033

L12

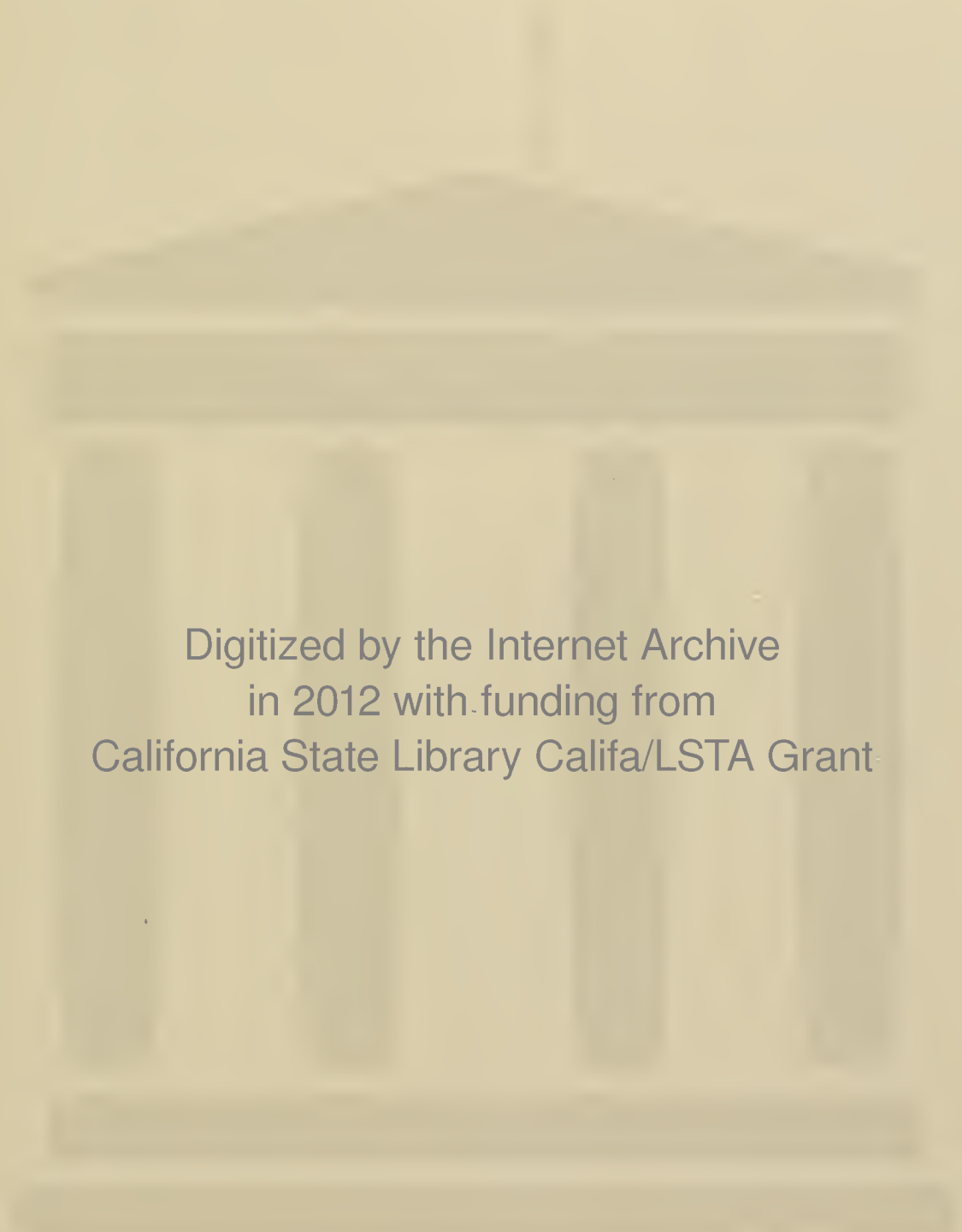


San Francisco Public Library

Government Information Center
San Francisco Public Library
100 Larkin Street, 5th Floor
San Francisco, CA 94102

REFERENCE BOOK

Not to be taken from the Library



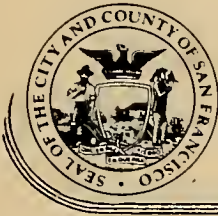
Digitized by the Internet Archive
in 2012 with funding from
California State Library Califa/LSTA Grant

<http://www.archive.org/details/ethnicgendersur198995sanf>

SAN FRANCISCO
SHERIFF'S DEPARTMENT
AFFIRMATIVE ACTION REPORT

February 1989
February 1990
February 1991
April 1993
May 1994
June 1995

SF
540
#6



OFFICE OF
THE SHERIFF

MICHAEL HENNESSEY, Sheriff

WALTER THOMAS, Undersheriff

EDGAR FLOWERS, JR., Assistant Sheriff

Room 333, City Hall
SAN FRANCISCO, CA 94102
Administration 554-7225

SAN FRANCISCO SHERIFF'S DEPARTMENT

AFFIRMATIVE ACTION REPORT



DOCUMENTS DEPT.

SEP 13 1989

SAN FRANCISCO
PUBLIC LIBRARY

FEBRUARY 1989



OFFICE OF
THE SHERIFF

MICHAEL HENNESSEY, Sheriff
WALTER THOMAS, Undersheriff
EDGAR FLOWERS, JR., Assistant Sheriff

Room 333, City Hall
SAN FRANCISCO, CA 94102
Administration 554-7225

A STATEMENT FROM SHERIFF MICHAEL HENNESSEY

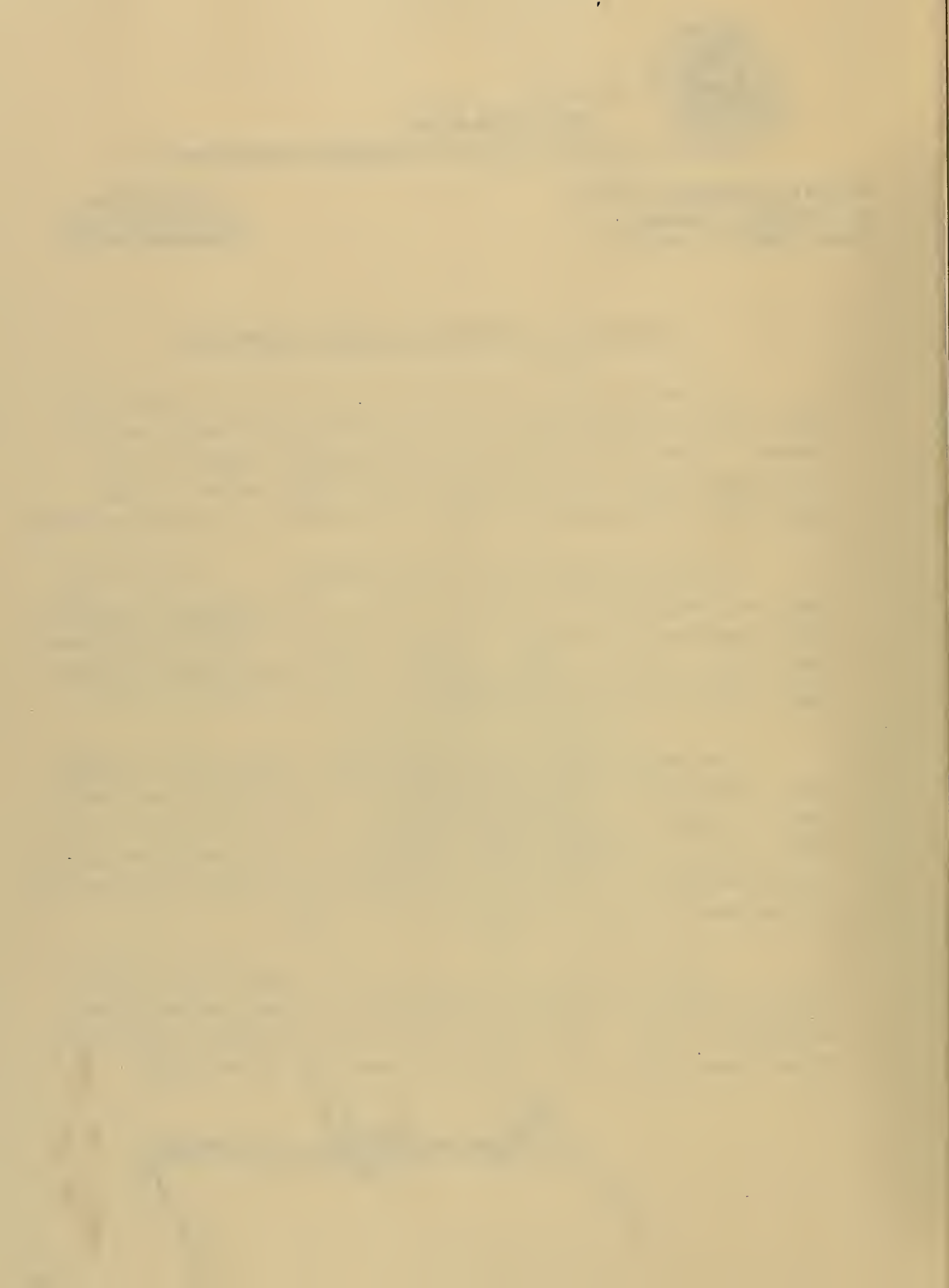
During the past nine years, the San Francisco Sheriff's Department has established an extraordinary affirmative action record. Within the national law enforcement community, our department has set the standard for the recruitment, hiring, promotion, training and assignment of minority and women officers.

Achieving these goals was no accident. It is my policy that this department be uncompromising in its endeavor to provide equal employment opportunities to all persons regardless of race, ethnicity, national origin, gender, sexual orientation, religion, age, physical handicap or political affiliation.

We began at the recruitment level, reaching into communities traditionally bypassed by the law enforcement establishment. And the response has been gratifying. In our most recent recruitment drive for deputies, 81% of 1,000 total applicants were minorities and women. The positive effects of this effort will be felt by the Sheriff's Department for years to come.

I consider the minority hiring and promotional record of the San Francisco Sheriff's Department a hallmark of my tenure as Sheriff, and I look forward a continuing personal and professional commitment to the highest affirmative action goals.

A handwritten signature in black ink, reading "Michael Hennessey". The signature is stylized with a large, sweeping initial "M" and a long, trailing flourish at the end.





OFFICE OF
THE SHERIFF

MICHAEL HENNESSEY, Sheriff

WALTER THOMAS, Undersheriff

EDGAR FLOWERS, JR., Assistant Sheriff

Room 333, City Hall
SAN FRANCISCO, CA 94102
Administration 554-7225

SAN FRANCISCO SHERIFF'S DEPARTMENT

ETHNIC/GENDER SURVEY OF MAJOR LAW ENFORCEMENT AGENCIES

-FEBRUARY 1989-

PREPARED BY: SERGEANT RICHARD DYER
PUBLIC INFORMATION OFFICER
SAN FRANCISCO SHERIFF'S DEPARTMENT

ETHNIC/GENDER SURVEY OF MAJOR LAW ENFORCEMENT AGENCIES

Information provided by Agency Personnel or Public Information Office

	MALE # / %	FEMALE # / %	BLACK # / %	HISPANIC # / %	ASIAN # / %	WHITE # / %	OTHER * # / %
San Francisco Co., CA Sheriff's Department Total Sworn - 444	332 / 75%	112 / 25%	120 / 27%	52 / 12%	42 / 9%	209 / 47%	21 / 5%
San Francisco, CA Police Department Total Sworn - 1,782	1,598 / 90%	184 / 10%	151 / 8%	180 / 10%	139 / 8%	1,272 / 71%	40 / 2%
Alameda Co., CA Sheriff's Office Total Sworn - 815	700 / 86%	115 / 14%	103 / 13%	63 / 8%	20 / 2%	619 / 76%	10 / 1%
Contra Costa Co., CA Sheriff's Office Total Sworn - 540	467 / 86%	73 / 14%	47 / 9%	22 / 4%	5 / .9%	459 / 85%	7 / 1%
San Mateo Co., CA Sheriff's Office Total Sworn - 314	283 / 90%	31 / 10%	21 / 7%	22 / 7%	5 / 2%	263 / 84%	3 / 1%
Santa Clara Co., CA Sheriff's Office Total Sworn - 329	282 / 86%	47 / 14%	9 / 2%	55 / 17%	8 / 2%	254 / 77%	3 / 1%
Los Angeles Co., CA Sheriff's Office Total Sworn - 7,126	6,290 / 88%	836 / 12%	652 / 9%	925 / 13%	121/2%	5,407 / 76%	21 / .3%
Los Angeles Co., CA Police Department Total Sworn - 7,677	6,825 / 89%	852 / 11%	953 / 12%	1,441/19%	154/2%	5,079 / 66%	50 / .7%
San Diego, Co., CA Sheriff's Office Total Sworn - 1,208	1,012 / 84%	196 / 16%	76 / 6%	172 / 14%	35 / 3%	908 / 75%	17 / 1%
New York City, NY Police Department Total Sworn - 26,526	23,384 / 88%	3,142 / 12%	2,934/11%	3,000/11%	162/.6%	20,407/77%	23 / .08%
Washington, DC Police Department Total Sworn - 3,948	3,298 / 84%	650 / 16%	2,302/58%	14 / 3%	(other)	1,514 / 38%	18 / .5%
Chicago, IL Police Department Total Sworn - 12,210	10,754 / 88%	1,456/12%	2,810/23%	691 / 6%	35 / .2%	8,658 / 71%	16 / .1%
Houston, TX Police Department Total Sworn - 4,250	3,851 / 91%	399 / 9%	588 / 14%	476 / 11%	17/.4%	3,167 / 75%	2 / .04%
Average (other than S.F. Sheriff's Dept.)	88%	12%	16%	11%	1%	72%	.3%

* Other may include Filipino, Native American and Pacific Islander.

Percentages rounded off (+/- 1%).

Prepared by Sgt. R. Dyer

SAN FRANCISCO SHERIFF'S DEPARTMENT AFFIRMATIVE ACTION REPORT FOR SWORN PERSONNEL


	WHITE # %	BLACK # %	HISPANIC # %	FILIPINO # %	ASIAN # %	OTHER # %	MALES # %	FEMALES # %	TOTAL SWORN STAFF
SHERIFF	1 100%						1 100%		1
UNDERSHERIFF		1 100%					1 100%		1
ASSISTANT SHERIFF		1 100%					1 100%		1
CHIEF DEPUTY	2 67%		1 33%				3 100%		3
CAPTAIN	2 50%	1 25%	1 25%				2 50%	2 50%	4
LIEUTENANT	16 80%	2 10%	2 10%				16 80%	4 20%	20
SERGEANT	20 67%	6 20%	1 3%	2 7%	1 3%		27 90%	3 10%	30
SENIOR DEPUTY	54 66%	20 24%	3 4%	2 2%	3 4%		64 78%	18 22%	82
DEPUTY	113 37%	89 29%	45 15%	14 5%	38 13%	3 1%	217 72%	85 28%	302
TOTAL	208 47%	120 27%	53 12%	18 4%	42 9%	3 1%	332 75%	112 25%	444


San Francisco
Available General
Labor Force--1980
U.S. Census

57.5% 9.9% 11.2% 5.4% 15.3% .5% 54.8% 45.2%

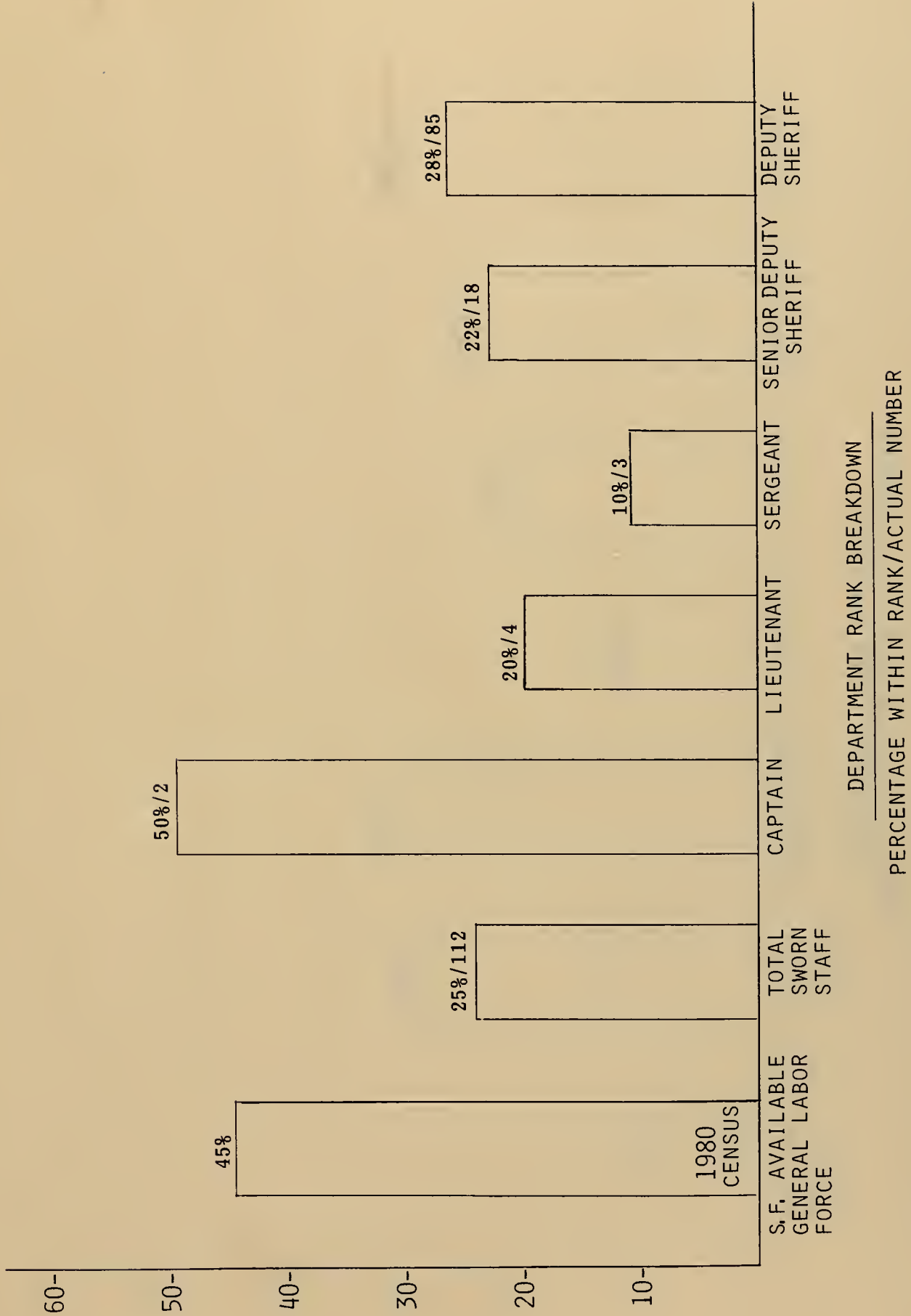
ETHNIC/GENDER SURVEY OF THE SAN FRANCISCO SHERIFF'S DEPARTMENT



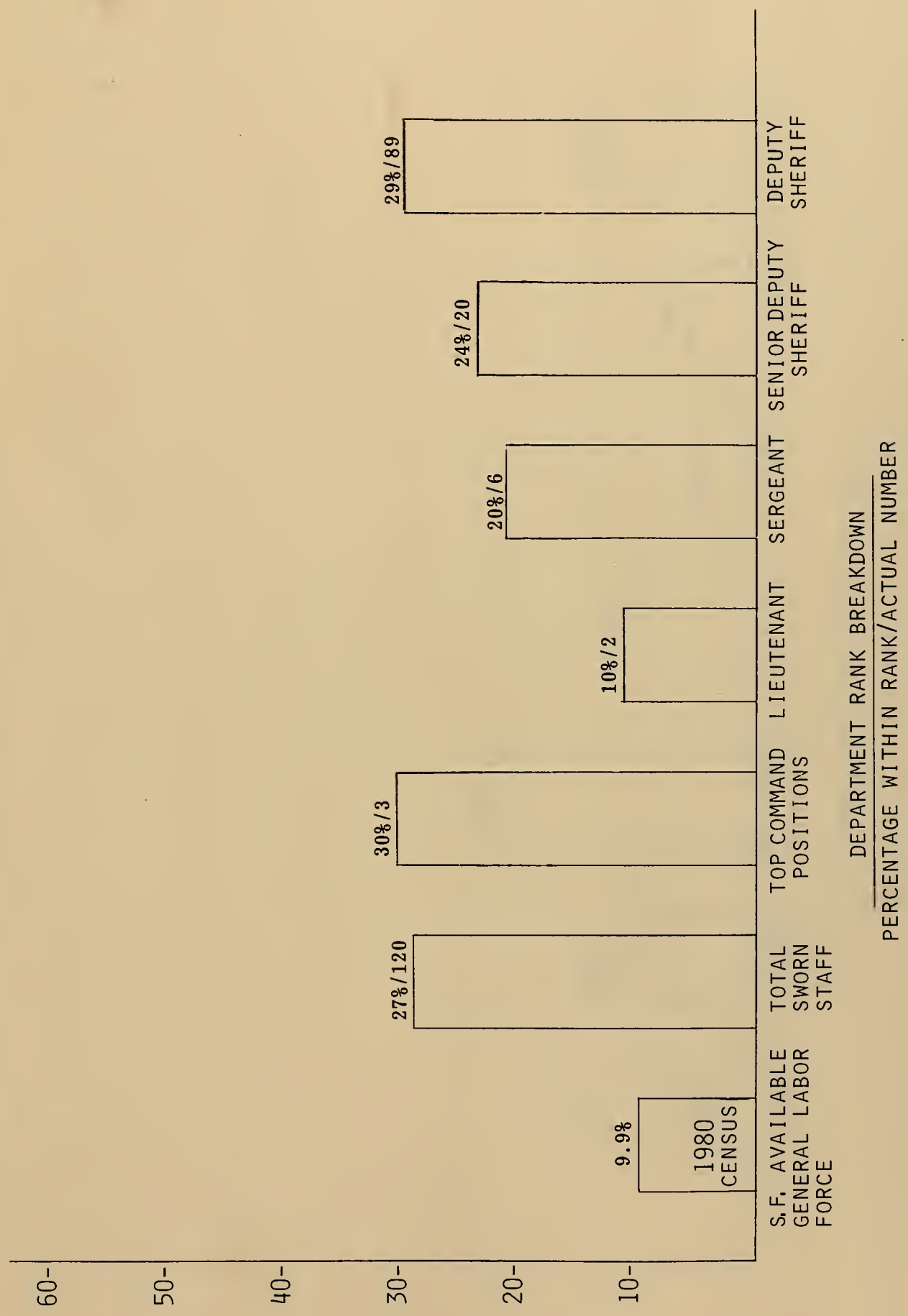
 = SAN FRANCISCO SHERIFF'S DEPARTMENT SWORN STAFF (444)

 = SAN FRANCISCO AVAILABLE GENERAL LABOR FORCE (1980 CENSUS)

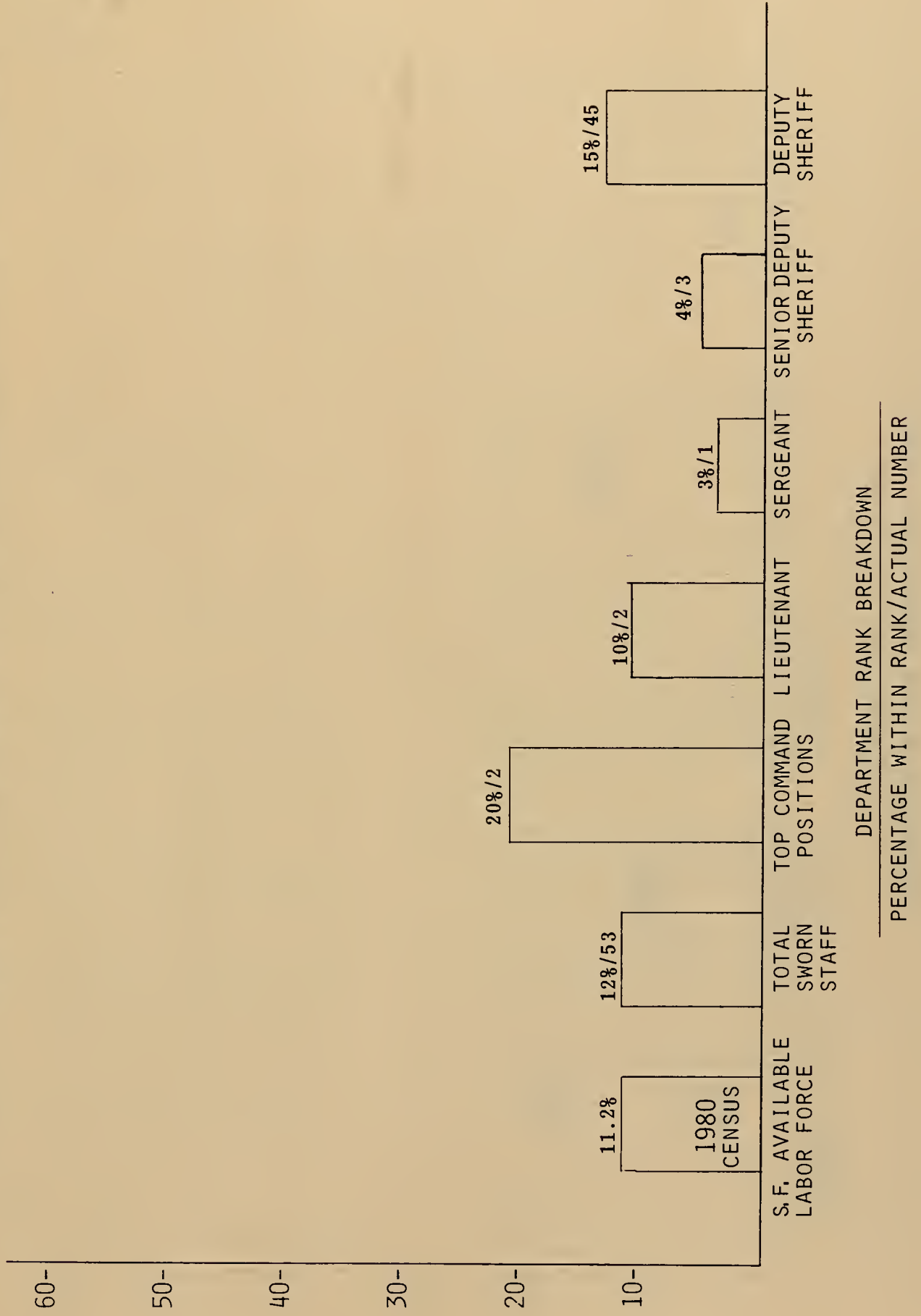
SURVEY OF SWORN FEMALE PERSONNEL WITHIN THE SAN FRANCISCO SHERIFF'S DEPARTMENT



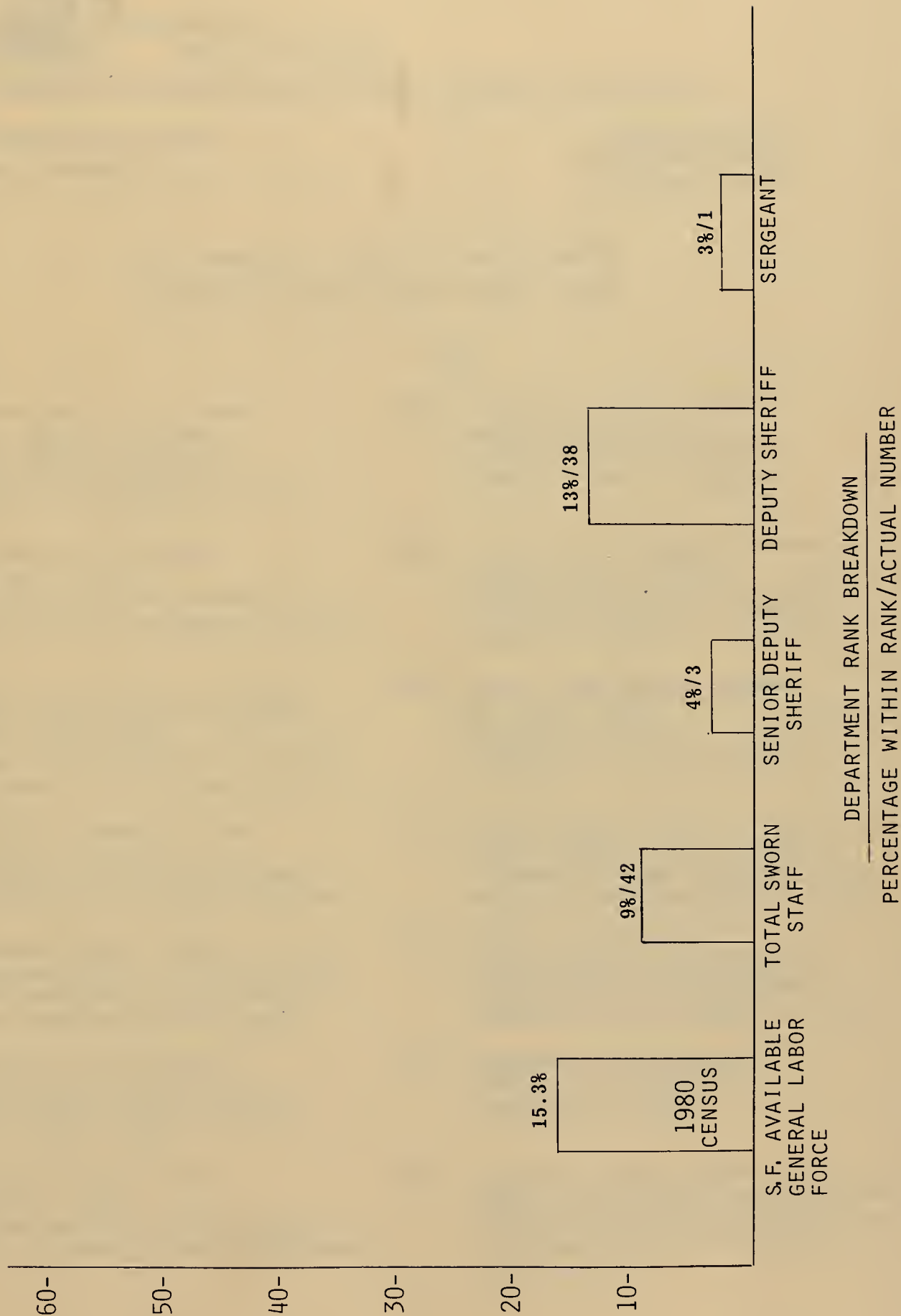
SURVEY OF SWORN BLACK PERSONNEL WITHIN THE SAN FRANCISCO SHERIFF'S DEPARTMENT



SURVEY OF SWORN HISPANIC PERSONNEL WITHIN THE SAN FRANCISCO SHERIFF'S DEPARTMENT



SURVEY OF SWORN ASIAN PERSONNEL WITHIN THE SAN FRANCISCO SHERIFF'S DEPARTMENT





OFFICE OF
THE SHERIFF

MICHAEL HENNESSEY, Sheriff

WALTER THOMAS, Undersheriff

EDGAR FLOWERS, JR., Assistant Sheriff

Room 333, City Hall
SAN FRANCISCO, CA 94102
Administration 554-7225

SAN FRANCISCO SHERIFF'S DEPARTMENT
MINORITY/FEMALE SUPERVISORY STAFF

<u>Female</u>	<u>Male</u>
WF Captain Mary Ann de Souza Court Services Division Civil Division Commander Responsible for department civil and court operations.	BM Undersheriff Walter Thomas Administrative Division General Department Manager Director of Jail Operations.
WF Captain Vicki Hennessy San Bruno Jail #3 Assistant Division Commander Responsible for operations at CJ #3.	BM Assistant Sheriff Edgar Flowers, Jr. Administrative Division Director of Court Services Division Investigative Services, Internal Affairs, Personnel.
HF Lieutenant Constance O'Connor Court Services Division/Judicial Court Commander Directs Court Bailiffs at the Hall of Justice, City Hall and Y.G.C.	HM Chief Deputy Robert Zaragoza San Bruno Jail #3 Division Commander Responsible for total operations at CJ #3.
HF Lieutenant Veronica Keller Training Commander Directs all training operations for Sheriff's department personnel.	BM Captain Frank Cook Hall of Justice - County Jail #2 Assistant Division Commander Responsible for operations at CJ #2.
WF Lieutenant Becky Benoit Program Facility - County Jail #3 Supervises inmates and deputies in all operations during watch.	HM Captain Carl Koehler Hall of Justice - County Jail #1 Assistant Division Commander Responsible for operations at CJ #1.
WF Lieutenant Jan Dempsey Department Budget Director Responsible for annual budget and related matters.	BM Lieutenant John Robinson Administrative Division (Currently on leave).
WF Sergeant Judith Quirolo County Jail #3 Supervises inmates and deputies under direction of Watch Commander.	BM Lieutenant George Palmer County Jail #3 Watch Commander, 8-4 Directs line supervisors and deputies in all operations and procedures during watch.

MINORITY/FEMALE SUPERVISORY STAFF

- BF Sergeant Barbara House
County Jail #1
Supervises inmates and deputies
under direction of Watch Commander.
- BF Sergeant B. Smith
County Jail #3
Supervises inmates and deputies
under direction of Watch Commander.
- BF Senior Deputy Mary Smith
Director, Work Furlough operations.
- BF Senior Deputy Lydia Taylor
Director, Sheriff's Work
Alternative Program (S.W.A.P.)
- FM Sergeant Fred Arquilla
Personnel Section Commander
Directs all Department Personnel
matters.
- BM Sergeant Frank Hutchins
Community Relations, Eviction
assistance and crises intervention.
- FM Sergeant Frank Winch
County Jail #1 Booking Sergeant
Supervises booking operations at
CJ #1.
- HM Sergeant Evan Zapata
County Jail #2
Supervises inmates and deputies
in jail housing area.
- BM Sergeant Johnny Holloway
County Jail #3
Supervises inmates and deputies
in jail housing area.
- BM Sergeant Van Furlough
County Jail #1 Felony Wing Sergeant
Supervises inmates and deputies in
jail housing area.
- BM Sergeant Dennis Williams
County Jail #2 Felony Wing Sergeant
Supervises inmates and deputies
in jail housing area.
- AM Sergeant Raymond Macaulay
Program Facility Sergeant
Supervises inmates and deputies
in all operations during watch.

Prepared by: Sergeant R. Dyer
March 1989



OFFICE OF
THE SHERIFF

MICHAEL HENNESSEY, Sheriff

WALTER THOMAS, Undersheriff

EDGAR FLOWERS, JR., Assistant Sheriff

Room 333, City Hall
SAN FRANCISCO, CA 94102
Administration 554-7225

SAN FRANCISCO SHERIFF'S DEPARTMENT ETHNIC/GENDER BREAKDOWN SOURCE SHEET

March 1989

Sergeant R. Dyer

1. San Francisco Sheriff's Department:
Sgt. Fred Arquilla, Personnel Section Commander - 415/554-7225
2. San Francisco Police Department:
Kathleen Hurley, Consent Decree Section - 415/553-1805
3. Alameda County Sheriff's Office:
Donna Hurd - 415/272-6878
4. Contra Costa County Sheriff's Office:
Emma Kuevor, Affirmative Action - 415/646-4106
5. San Mateo County Sheriff's Office:
Ellen Abels, San Mateo Co. Human Resources - 415/363-4000
6. Santa Clara County Sheriff's Office:
Lt. Tom Patton, E.E.O.C. - 408/299-3127
7. Los Angeles County Sheriff's Office:
Personnel Services - 213/974-4284
8. Los Angeles Police Department:
Marjorie Muro, E.O.D.D. Office - 213/485-6450
9. San Diego County Sheriff's Office:
Sgt. Don Crist, Personnel Office - 619/531-3373
10. New York City Police Department:
Capt. William J. Gardella, E.E.O.O. - 212/374-5330
11. Washington D.C. Police Department:
Lt. Reginald L. Smith, Public Information Branch - 202/727-4383
12. Chicago Police Department:
E.E.O. Officer / Legal Affairs - 312/744-4000
13. Houston Police Department:
Lt. G. Huhn, Personnel Division - 713/247-8700

The law enforcement personnel figures cited in this report are subject to change, though past reports have shown variations over a twelve month period to be minimal.

#



OFFICE OF
THE SHERIFF

MICHAEL HENNESSEY, Sheriff

WALTER THOMAS, Undersheriff

EDGAR FLOWERS, JR., Assistant Sheriff

Room 333, City Hall
SAN FRANCISCO, CA 94102
Administration 554-7225

DOCUMENTS DEPT.

JUL 17 1990

SAN FRANCISCO
PUBLIC LIBRARY

SAN FRANCISCO SHERIFF'S DEPARTMENT

AFFIRMATIVE ACTION REPORT



FEBRUARY 1990



OFFICE OF
THE SHERIFF

MICHAEL HENNESSEY, Sheriff

WALTER THOMAS, Undersheriff

EDGAR FLOWERS, JR., Assistant Sheriff

Room 333, City Hall
SAN FRANCISCO, CA 94102
Administration 554-7225

A STATEMENT FROM SHERIFF MICHAEL HENNESSEY

During the past ten years, the San Francisco Sheriff's Department has established an extraordinary affirmative action record. Within the national law enforcement community, our department has set the standard for the recruitment, hiring, promotion, training and assignment of minority and women officers.

Achieving these goals was no accident. It is my policy that this department be uncompromising in its endeavor to provide equal employment opportunities to all persons regardless of race, ethnicity, national origin, gender, sexual orientation, religion, age, physical handicap or political affiliation.

We began at the recruitment level, reaching into communities traditionally bypassed by the law enforcement establishment. And the response has been gratifying. In our most recent recruitment drive for deputies, 81% of 1,000 total applicants were minorities and women. The positive effects of this effort will be felt by the Sheriff's Department for years to come.

I consider the minority hiring and promotional record of the San Francisco Sheriff's Department a hallmark of my tenure as Sheriff, and I look forward a continuing personal and professional commitment to the highest affirmative action goals.

A handwritten signature in black ink, reading "Michael Hennessey". The signature is stylized with a large, sweeping initial "M" and a long, trailing flourish at the end.



OFFICE OF
THE SHERIFF

MICHAEL HENNESSEY, Sheriff

WALTER THOMAS, Undersheriff

EDGAR FLOWERS, JR., Assistant Sheriff

Room 333, City Hall
SAN FRANCISCO, CA 94102
Administration 554-7225

SAN FRANCISCO SHERIFF'S DEPARTMENT

ETHNIC/GENDER SURVEY OF MAJOR LAW ENFORCEMENT AGENCIES

FEBRUARY - 1990

PREPARED BY: SERGEANT RICHARD DYER
PUBLIC INFORMATION OFFICER
SAN FRANCISCO SHERIFF'S DEPARTMENT

ETHNIC/GENDER SURVEY OF MAJOR LAW ENFORCEMENT AGENCIES

Information provided by Agency Personnel or Public Information Office

	MALE # / %	FEMALE # / %	BLACK # / %	HISPANIC # / %	ASIAN # / %	WHITE # / %	OTHER * # / %
San Francisco Co., CA Sheriff's Department Total Sworn - 444	325/73%	119/27%	123/28%	51/11%	40/9%	207/47%	23/5%
San Francisco, CA Police Department Total Sworn - 1,754	1,574/90%	180/10%	144/8%	175/10%	146/8%	1,248/71%	41/2%
Alameda Co., CA Sheriff's Office Total Sworn - 858	739/86%	119/14%	112/13%	67/8%	22/3%	644/75%	13/2%
Contra Costa Co., CA Sheriff's Office Total Sworn - 553	478/86%	75/14%	51/9%	23/4%	6/1%	466/84%	7/1%
San Mateo Co., CA Sheriff's Office Total Sworn - 328	302/92%	26/8%	14/4%	20/6%	4/1%	290/88%	(Asian)
Santa Clara Co., CA Sheriff's Office Total Sworn - 357	303/85%	54/15%	10/3%	59/17%	9/3%	276/77%	3/1%
Los Angeles Co., CA Sheriff's Office Total Sworn - 7,478	6,515/87%	963/13%	701/9%	1,062/14%	148/2%	5,539/74%	28/.3%
Los Angeles Co., CA Police Department Total Sworn - 8,009	7,053/88%	956/12%	1,044/13%	1,607/20%	182/2%	5,120/64%	56/1%
San Diego, Co., CA Sheriff's Office Total Sworn - 1,294	1,090/84%	204/16%	84/6%	187/14%	37/3%	971/75%	15/1%
New York City, NY Police Department Total Sworn - 25,639	22,414/87%	3,225/13%	2,833/11%	2,955/12%	168/.7%	19,655/77%	28/.1%
Washington, DC Police Department Total Sworn - 3,966	3,301/83%	655/17%	2,345/59%	120/3%	6/.2%	1,486/37%	9/.2%
Chicago, IL Police Department Total Sworn - 11,865	10,359/87%	1,506/13%	2,762/23%	710/6%	38/.03%	8,339/70%	16/.01%
Houston, TX Police Department Total Sworn - 4,028	3,649/91%	379/9%	567/14%	459/11%	15/.3%	2,984/74%	3/.07%
Average (other than S.F. Sheriff's Dept.)	87%	13%	16%	11%	1%	71%	.3%

* Other may include Filipino, Native American and Pacific Islander.

Percentages rounded off (+/- 1%).

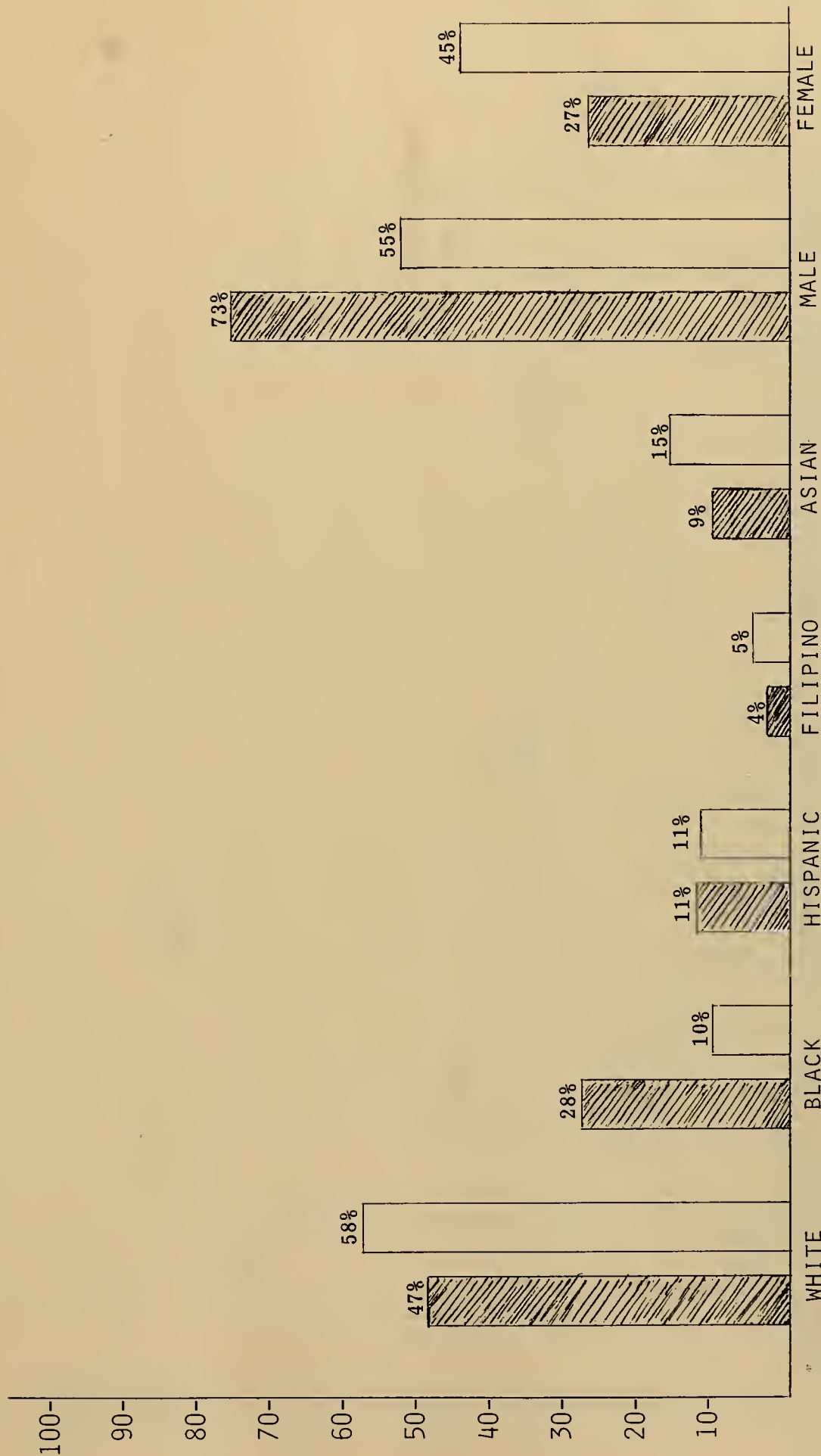
SAN FRANCISCO SHERIFF'S DEPARTMENT AFFIRMATIVE ACTION REPORT FOR SWORN PERSONNEL



	WHITE # %	BLACK # %	HISPANIC # %	FILIPINO # %	ASIAN # %	OTHER* # %	MALES # %	FEMALES # %	TOTAL SWORN STAFF
SHERIFF	1 100%						1 100%		1
UNDERSHERIFF		1 100%					1 100%		1
ASSISTANT SHERIFF		1 100%					1 100%		1
CHIEF DEPUTY	1 50%		1 50%				2 100%		2
CAPTAIN	2 50%	1 25%	1 25%				2 50%	2 50%	4
LIEUTENANT	15 75%	3 15%	2 10%				15 75%	5 25%	20
SERGEANT	23 70%	5 15%	1 3%	2 6%	2 6%		30 91%	3 9%	33
SENIOR DEPUTY	50 62%	23 28%	3 4%	2 2%	3 4%		62 77%	19 23%	
DEPUTY	115 38%	89 30%	43 14%	14 5%	35 12%	5 2%	211 70%	90 30%	301
TOTAL	207 47%	123 28%	51 11%	18 4%	40 9%	5 1%	325 73%	119 27%	444

San Francisco
 Available General
 Labor Force - 1980
 U.S. Census
 *Includes Pacific Islanders and Native American

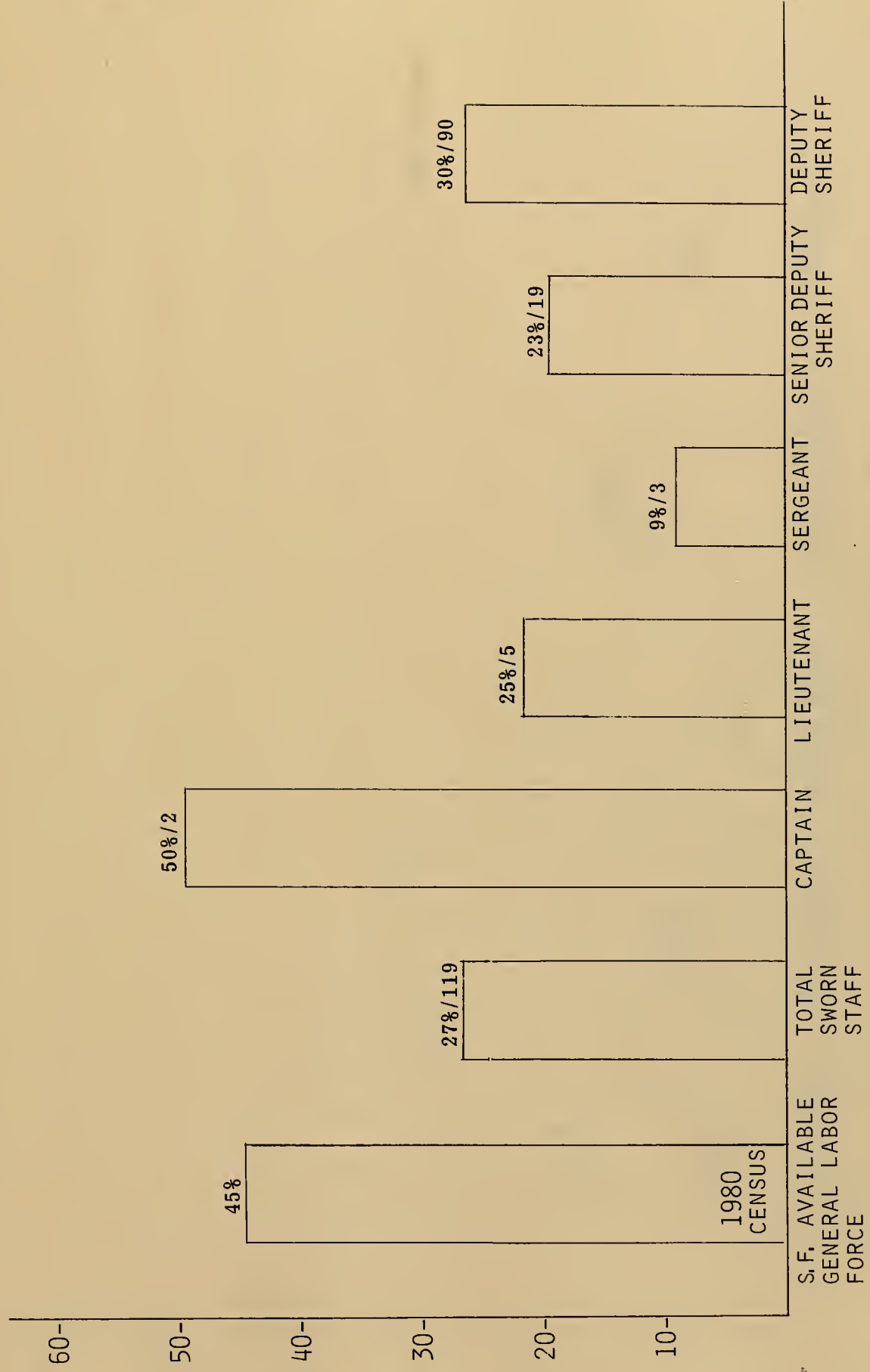
57.5% 9.9% 11.2% 5.4% 15.3% .5% 54.8% 45.2%

ETHNIC/GENDER SURVEY OF THE SAN FRANCISCO SHERIFF'S DEPARTMENT



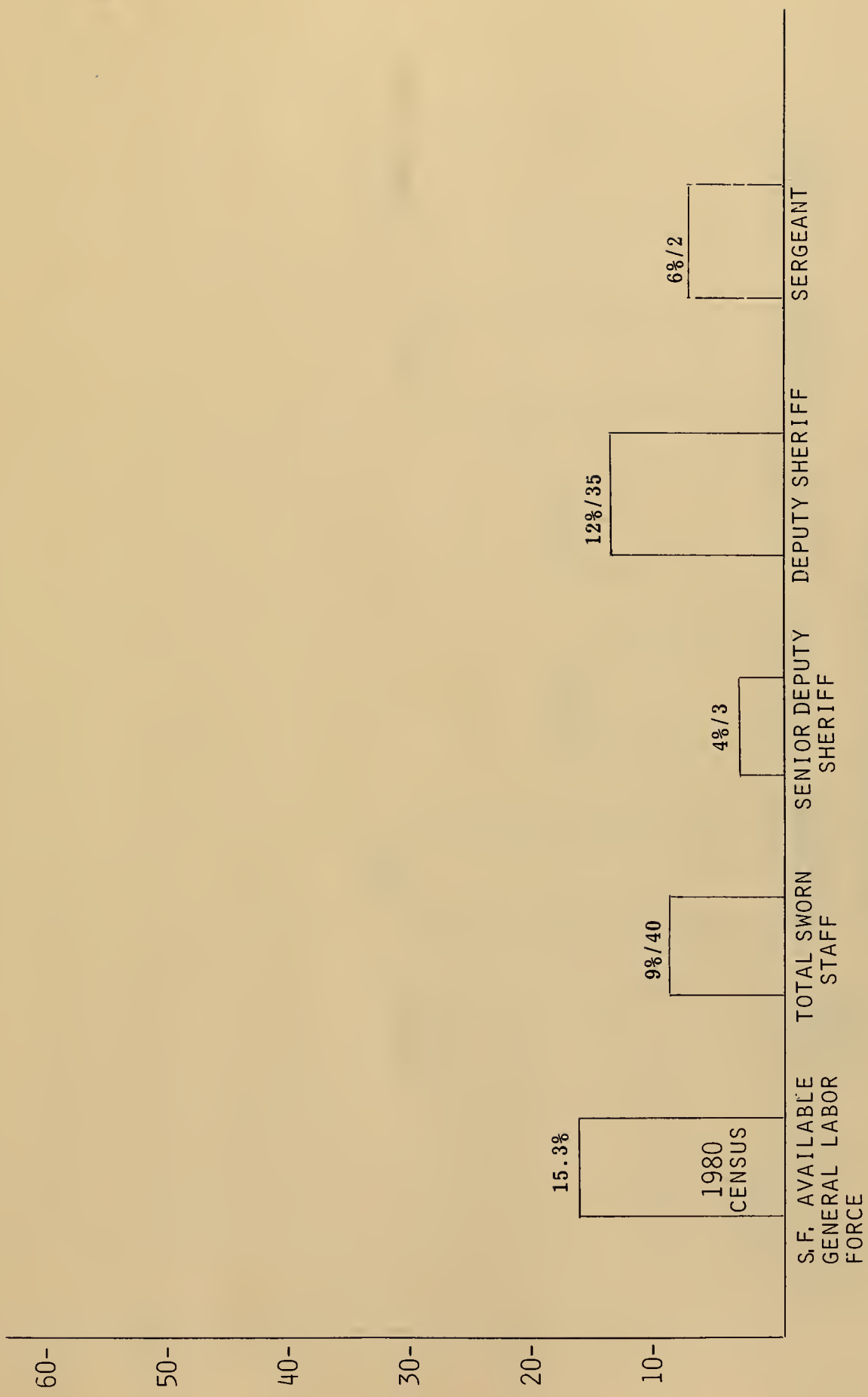
 = SAN FRANCISCO SHERIFF'S DEPARTMENT SWORN STAFF (444)
 = SAN FRANCISCO GENERAL LABOR FORCE (1980 CENSUS)

SURVEY OF SWORN FEMALE PERSONNEL WITHIN THE SAN FRANCISCO SHERIFF'S DEPARTMENT



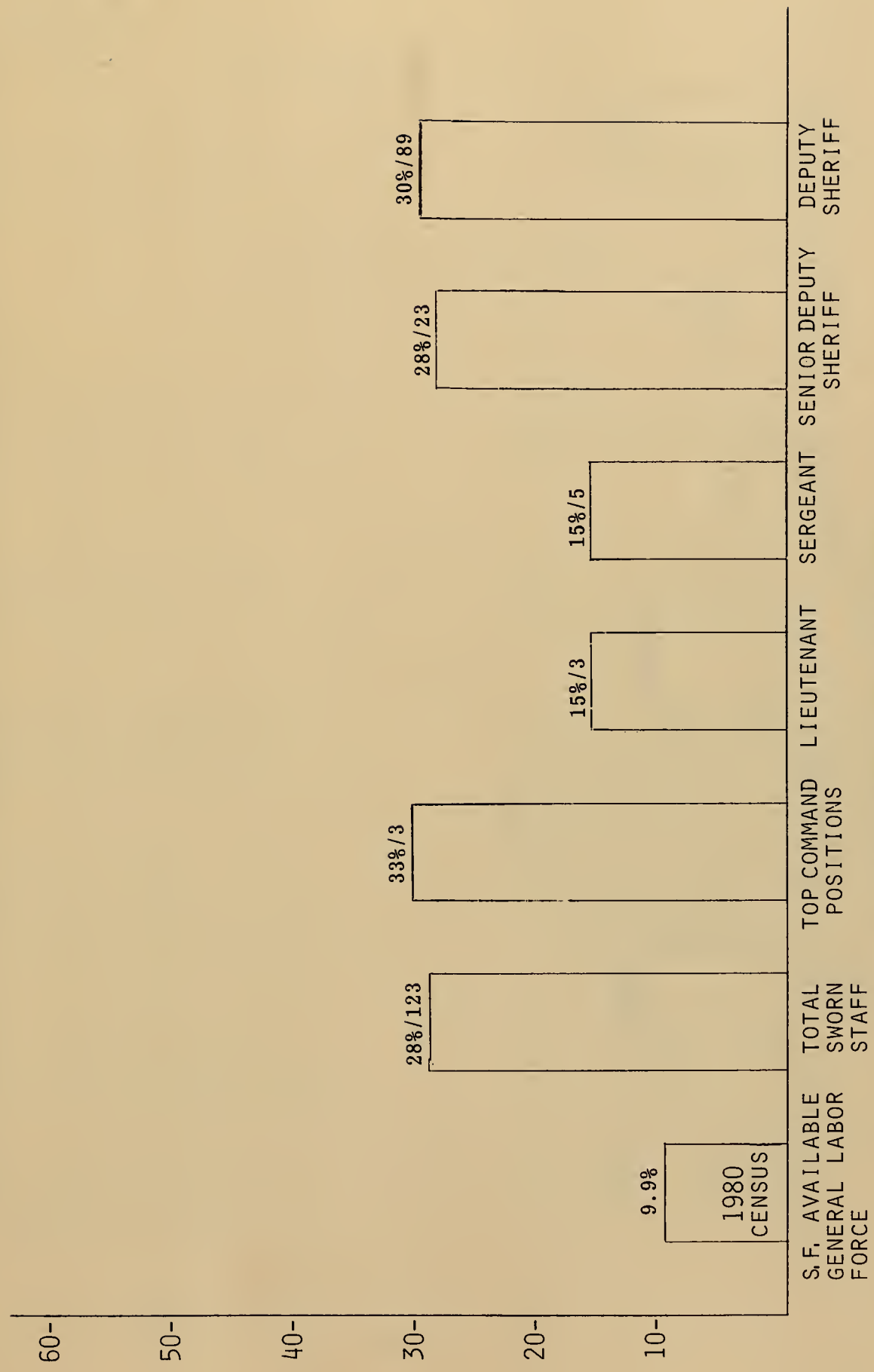
DEPARTMENT RANK BREAKDOWN
 PERCENTAGE WITHIN RANK/ACTUAL NUMBER

SURVEY OF SWORN ASIAN PERSONNEL WITHIN THE SAN FRANCISCO SHERIFF'S DEPARTMENT



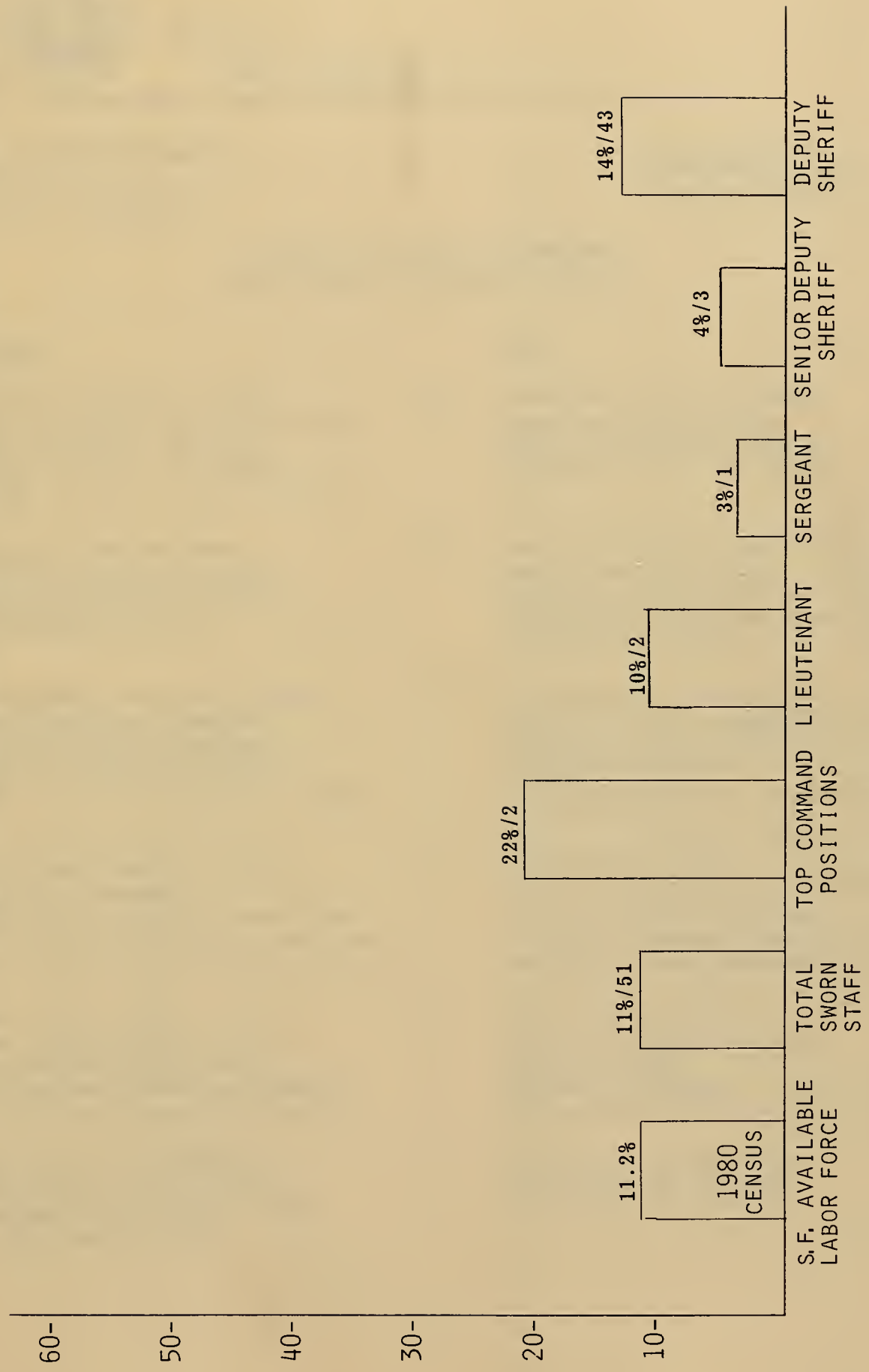
DEPARTMENT RANK BREAKDOWN
PERCENTAGE WITHIN RANK/ACTUAL NUMBER

SURVEY OF SWORN BLACK PERSONNEL WITHIN THE SAN FRANCISCO SHERIFF'S DEPARTMENT



DEPARTMENT RANK BREAKDOWN
PERCENTAGE WITHIN RANK/ACTUAL NUMBER

SURVEY OF SWORN HISPANIC PERSONNEL WITHIN THE SAN FRANCISCO SHERIFF'S DEPARTMENT



DEPARTMENT RANK BREAKDOWN
PERCENTAGE WITHIN RANK/ACTUAL NUMBER



OFFICE OF
THE SHERIFF

MICHAEL HENNESSEY, Sheriff

WALTER THOMAS, Undersheriff

EDGAR FLOWERS, JR., Assistant Sheriff

Room 333, City Hall
SAN FRANCISCO, CA 94102
Administration 554-7225

SAN FRANCISCO SHERIFF'S DEPARTMENT
MINORITY/FEMALE SUPERVISORY STAFF

	<u>Female</u>		<u>Male</u>
WF	Captain Many Ann de Souza Hall of Justice Custody Division County Jail #1, 6th Floor Responsible for operations at CJ#1	BM	Undersheriff Walter Thomas Administrative Division General Department Manager Director of Jail Operations
WF	Captain Vicki Hennessy Special Projects/Training Responsible for re-writing Departmental Policy	BM	Assistant Sheriff Edgar Flowers, Administrative Division Director of Court Services Division Investigative Services, Internal Affairs, Personnel.
HF	Lieutenant Constance O'Connor Court Services Division/ Judicial Court Commander Directs Courts Baillifs at Hall of Justice, City Hall, YGC.	HM	Chief Deputy Robert Zaragoza Hall of Justice Custody Division County Jail #2, 7th Floor Division Commander Responsible for total operations at CJ#1 and CJ#2.
HF	Lieutenant Veronica Keller Training Commander Directs all training operations for Sheriff's Department personnel.	BM	Captain Frank Cook Hall of Justice Custody Division County Jail #2, 7th Floor Assistant Division Commander Responsible for operations at CJ#2.
WF	Lieutenant Rebecca Benoit San Bruno Custody Division Program Facility, CJ#7 Supervises inmates and deputies in all operations during watch.	HM	Captain Carl Koehler San Bruno Custody Division County Jail #3 Division Commander Responsible for operations at CJ#3.
WF	Lieutenant Jan Dempsey Department Budget Director Responsible for annual budget and related matters.	BM	Lieutenant John Robinson Administrative Division (Currently on leave)

MINORITY/FEMALE SUPERVISORY STAFF

BF	Lieutenant Barbara House County Jail #1, 6th Floor Midnight Watch Commander Supervises inmates and deputies in jail operations.	BM	Lieutenant George Palmer San Bruno Custody Division County Jail #3, Day Watch Commander Directs line supervisors and deputies in all operations and procedures during watch.
WF	Sergeant Beatrice Smith County Jail #3 Supervises inmates and deputies under direction of Watch Commander.	FM	Sergeant Alfredo Arquilla Personnel Section Commander Directs all Department Personnel matters.
BF	Sergeant Judith Quirolo County Jail #3 Supervises inmates and deputies under direction of Watch Commander	FM	Sergeant Franklin Winch County Jail #2, Felony Wing Sup. Supervises inmates and deputies under direction of Watch Commander.
WF	Sergeant Janice Frediani County Jail #2 Supervises inmates and deputies under direction of Watch Commander.	AM	Sergeant Raymond Macaulay County Jail #7 Midnight Watch Commander Supervises inmates and deputies in all operations on watch.
HF	Senior Deputy JoAnne Castillo San Francisco General Hospital Supervises transportation of custodies to and from jail.	AM	Sergeant Takafumi Ideta County Jail #3 Supervises inmates and deputies under direction of Watch Commander.
BF	Senior Deputy Mary Smith Work Furlough/SWAP Director of all operations.	BM	Sergeant Frank Hutchins Community Relations, Eviction Assistance Program and crises intervention.
BF	Senior Deputy Lydia Taylor Work Furlough/SWAP Assistant Director of all operations.	BM	Sergeant Johnny Holloway County Jail #1 Supervises booking operations at CJ#1.
BF	Senior Deputy Lois Baty San Francisco General Hospital Swing Watch Commander Supervises transportation of custodies to and from jail site.	BM	Sergeant Van Furlough San Francisco General Hospital Responsible for all operations at SFGH.
BF	Senior Deputy Diana Tolliver County Jail #3 Supervises inmates and deputies under direction of Watch Commander.	BM	Sergeant Dennis Williams County Jail #3, Felony Wing Sergeant Supervises inmates and deputies in jail housing area.
		HM	Sergeant Evan Zapata County Jail #1, Administrative Sergeant. Responsible for personnel record keeping.

MINORITY/FEMALE SUPERVISORY STAFF

- AM Senior Deputy Charles Melbourne
Research & Development
Responsible for implementation of
Departmental computer programs.
- BM Senior Deputy Eddie Miller
County Jail #2, Assistant Felony
Wing supervisor.
Supervises inmates and deputies
under direction of Felony Wing Sgt.
- BM Senior Deputy Alvin Threets
County Jail #7
Supervises inmates and deputies
under direction of Watch Commander
- BM Senior Deputy Malechi Burris
County Jail #3
Supervises inmates and deputies
in housing area.

Prepared by: Sergeant R. Dyer
3/90



OFFICE OF
THE SHERIFF

MICHAEL HENNESSEY, Sheriff

WALTER THOMAS, Undersheriff

EDGAR FLOWERS, JR., Assistant Sheriff

Room 333, City Hall
SAN FRANCISCO, CA 94102
Administration 554-7225

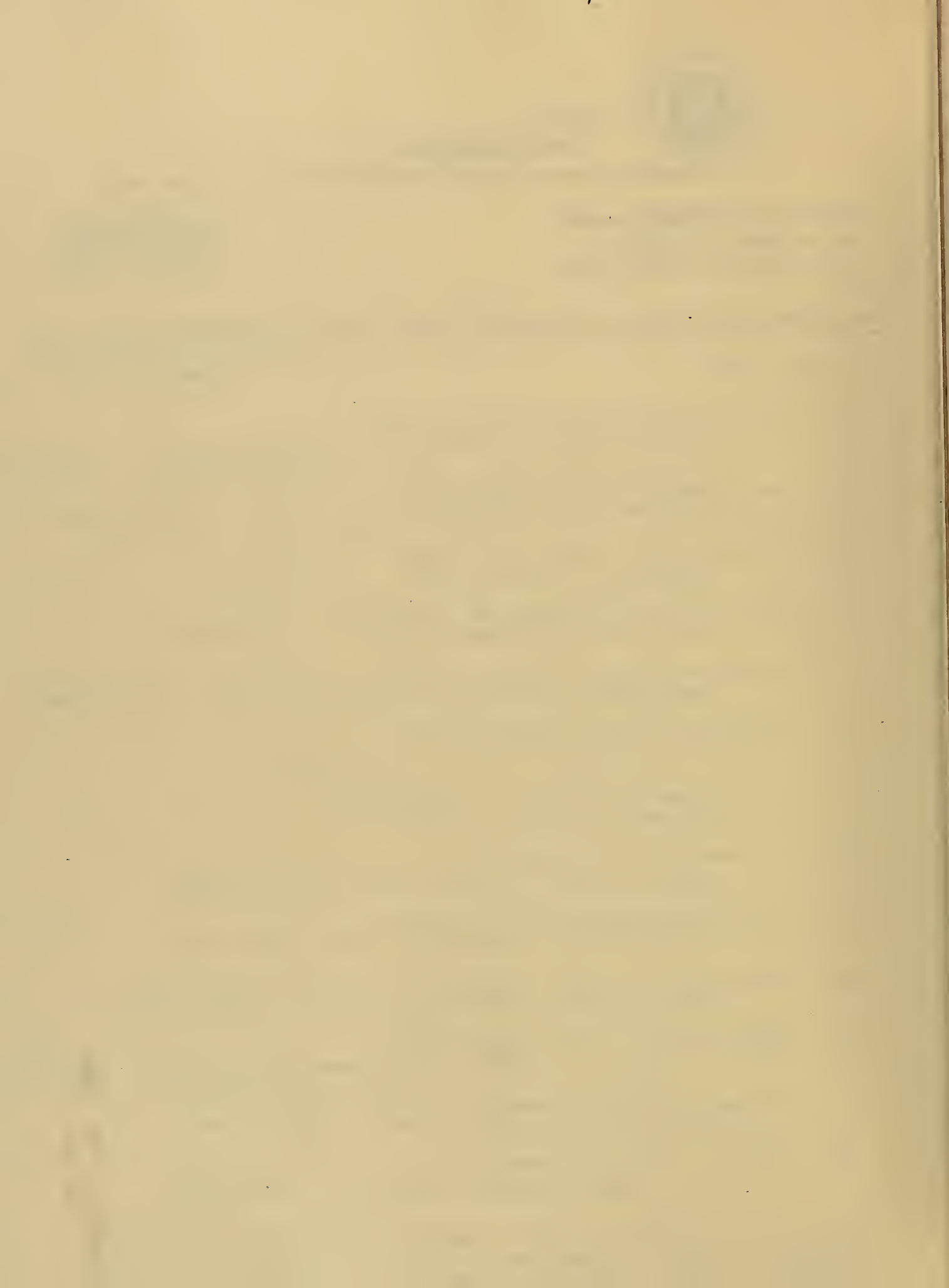
SAN FRANCISCO SHERIFF'S DEPARTMENT ETHNIC/GENDER BREAKDOWN SOURCE SHEET

February 1990

Sergeant R. Dyer

1. San Francisco Sheriff's Department:
Sgt. Fred Arquilla, Personnel Section Commander - 415/554-7225
2. San Francisco Police Department:
Kathleen Hurley, Consent Decree Section - 415/553-1805
3. Alameda County Sheriff's Office:
Donna Hurd - 415/272-6878
4. Contra Costa County Sheriff's Office:
Emma Kuevor, Affirmative Action - 415/646-4106
5. San Mateo County Sheriff's Office:
Jesus Orosco, San Mateo Co. Human Resources - 415/363-4000
6. Santa Clara County Sheriff's Office:
Lt. Tom Patton, E.E.O.C. - 408/299-3127
7. Los Angeles County Sheriff's Office:
Personnel Services - 213/974-4284
8. Los Angeles Police Department:
Marjorie Muro, E.O.D.D. Office - 213/485-6450
9. San Diego County Sheriff's Office:
Sgt. Don Crist, Personnel Office - 619/531-3373
10. New York City Police Department:
Capt. William J. Gardella, E.E.O.O. - 212/374-5330
11. Washington D.C. Police Department:
Lt. Reginald L. Smith, Public Information Branch - 202/727-4383
12. Chicago Police Department:
E.E.O. Officer / Legal Affairs - 312/744-4000
13. Houston Police Department:
Lt. G. Huhn, Personnel Division - 713/247-8700

The law enforcement personnel figures cited in this report are subject to change, though past reports have shown variations over a twelve month period to be minimal.



S40
#6
2/91



OFFICE OF
THE SHERIFF

MICHAEL HENNESSEY, Sheriff

WALTER THOMAS, Undersheriff

EDGAR FLOWERS, JR., Assistant Sheriff

Room 333, City Hall
SAN FRANCISCO, CA 94102
Administration 554-7225

DOCUMENTS DEPT.

JUN 10 1991

SAN FRANCISCO
PUBLIC LIBRARY

SAN FRANCISCO SHERIFF'S DEPARTMENT

AFFIRMATIVE ACTION REPORT



FEBRUARY 1991



OFFICE OF
THE SHERIFF

MICHAEL HENNESSEY, Sheriff

WALTER THOMAS, Undersheriff

EDGAR FLOWERS, JR., Assistant Sheriff

Room 333, City Hall
SAN FRANCISCO, CA 94102
Administration 554-7225

A STATEMENT FROM SHERIFF MICHAEL HENNESSEY

During the past ten years, the San Francisco Sheriff's Department has established an extraordinary affirmative action record. Within the national law enforcement community, our department has set the standard for the recruitment, hiring, promotion, training and assignment of minority and women officers.

Achieving these goals was no accident. It is my policy that this department be uncompromising in its endeavor to provide equal employment opportunities to all persons regardless of race, ethnicity, national origin, gender, sexual orientation, religion, age, physical handicap or political affiliation.

We began at the recruitment level, reaching into communities traditionally bypassed by the law enforcement establishment. And the response has been gratifying. In our most recent recruitment drive for deputies, 82% of 902 total applicants were minorities and women. The positive effects of this effort will be felt by the Sheriff's Department for years to come.

I consider the minority hiring and promotional record of the San Francisco Sheriff's Department a hallmark of my tenure as Sheriff, and I look forward a continuing personal and professional commitment to the highest affirmative action goals.

A large, stylized handwritten signature of Michael Hennessey in black ink.



OFFICE OF
THE SHERIFF

MICHAEL HENNESSEY, Sheriff

WALTER THOMAS, Undersheriff

EDGAR FLOWERS, JR., Assistant Sheriff

Room 333, City Hall
SAN FRANCISCO, CA 94102
Administration 554-7225

SAN FRANCISCO SHERIFF'S DEPARTMENT

ETHNIC/GENDER SURVEY OF MAJOR LAW ENFORCEMENT AGENCIES

-FEBRUARY 1991-

PREPARED BY: SERGEANT RICHARD DYER
PUBLIC INFORMATION OFFICER
SAN FRANCISCO SHERIFF'S DEPARTMENT

ETHNIC/GENDER SURVEY OF MAJOR LAW ENFORCEMENT AGENCIES

Information provided by agency Personnel or Public Information Office
 "Other" may include Pacific Islander and Native American; percentages
 rounded off + or - 1%

	MALE	FEMALE	ASIAN	BLACK	FILIPINO	LATINO	WHITE	OTHER
San Francisco Co., CA Sheriff's Department Total Sworn - 456	333 73%	123 27%	47 10%	124 27%	24 5%	52 11%	204 45%	5 1%
San Francisco, CA Police Department Total Sworn - 1,808	1,603 89%	205 11%	156 9%	161 9%	36 2%	184 10%	1,263 70%	8 .4%
Alameda Co., CA Sheriff's Office Total Sworn - 812	697 86%	115 14%	16 2%	108 13%	9 1%	66 8%	610 75%	3 .3%
Contra Costa Co., CA Sheriff's Office Total Sworn - 582	507 87%	75 13%	7 1%	52 9%	3 .5%	24 4%	491 84%	5 1%
San Mateo Co., CA Sheriff's Office Total Sworn - 365	308 84%	57 16%	6 2%	30 8%	2 .5%	27 7%	297 81%	3 .8%
Santa Clara Co., CA Sheriff's Office Total Sworn - 426	361 85%	65 15%	9 2%	18 4%	0 0%	69 16%	327 77%	3 1%
Los Angeles Co., CA Sheriff's Office Total Sworn - 7,795	6,797 87%	998 13%	175 2%	707 9%	Inc. in Asian	1,172 15%	5,735 74%	6 .07%
Los Angeles, CA Police Department Total Sworn - 8,470	7,351 87%	1,119 13%	218 3%	1,167 14%	37 .5%	1,824 22%	5,199 61%	25 .3%
San Diego Co., CA Sheriff's Office Total Sworn - 1,389	1,160 84%	229 16%	45 3%	105 8%	Inc. in Asian	176 13%	1,049 76%	14 1%
New York City, NY Police Department Total Sworn - 26,550	22,980 87%	3,570 13%	204 .7%	2,997 11%	Inc. in Asian	3,345 13%	19,973 75%	31 .1%
Washington DC Metro Police Total Sworn - 4,918	3,949 80%	969 20%	44 .08%	3,264 66%	Inc. in Asian	127 3%	1,480 30%	3 .06%
Chicago, IL Police Department Total Sworn - 11,991	10,319 86%	1,672 14%	46 .3%	2,949 25%	Inc. in Asian	789 7%	8,189 68%	18 .1%
Houston, TX Police Department Total Sworn - 4,092	3,696 90%	396 10%	18 .4%	596 15%	Inc. in Asian	474 12%	3,001 73%	3 .07%
Average (other than S.F. Sheriff's Dept.)	86%	14%	1%	18%	.2%	12%	69%	.1%

SAN FRANCISCO SHERIFF'S DEPARTMENT AFFIRMATIVE ACTION REPORT FOR SWORN PERSONNEL

	WHITE # %	BLACK # %	HISPANIC # %	FILIPINO # %	ASIAN # %	OTHER* # %	MALE # %	FEMALE # %	TOTAL SWORN STAFF
SHERIFF	1 100%						1 100%		1
UNDERSHERIFF		1 100%					1 100%		1
ASSISTANT SHERIFF		1 100%					1 100%		1
CHIEF DEPUTY	2 66%		1 33%				3 100%		3
CAPTAIN	2 66%		1 33%				1 33%	2 66%	3
LIEUTENANT	15 79%	3 16%	1 5%				14 74%	5 26%	19
SERGEANT	23 72%	5 16%	1 3%	2 6%	1 3%		29 91%	3 9%	32
SENIOR DEPUTY	45 56%	25 31%	4 5%	2 2%	5 6%		61 75%	20 25%	81
DEPUTY	116 37%	89 28%	44 14%	20 6%	41 13%	5 2%	222 70%	93 30%	315
TOTAL	204 45%	124 27%	52 11%	24 5%	47 10%	5 1%	333 73%	123 27%	456

San Francisco
available general
labor force - 1980
U.S. Census

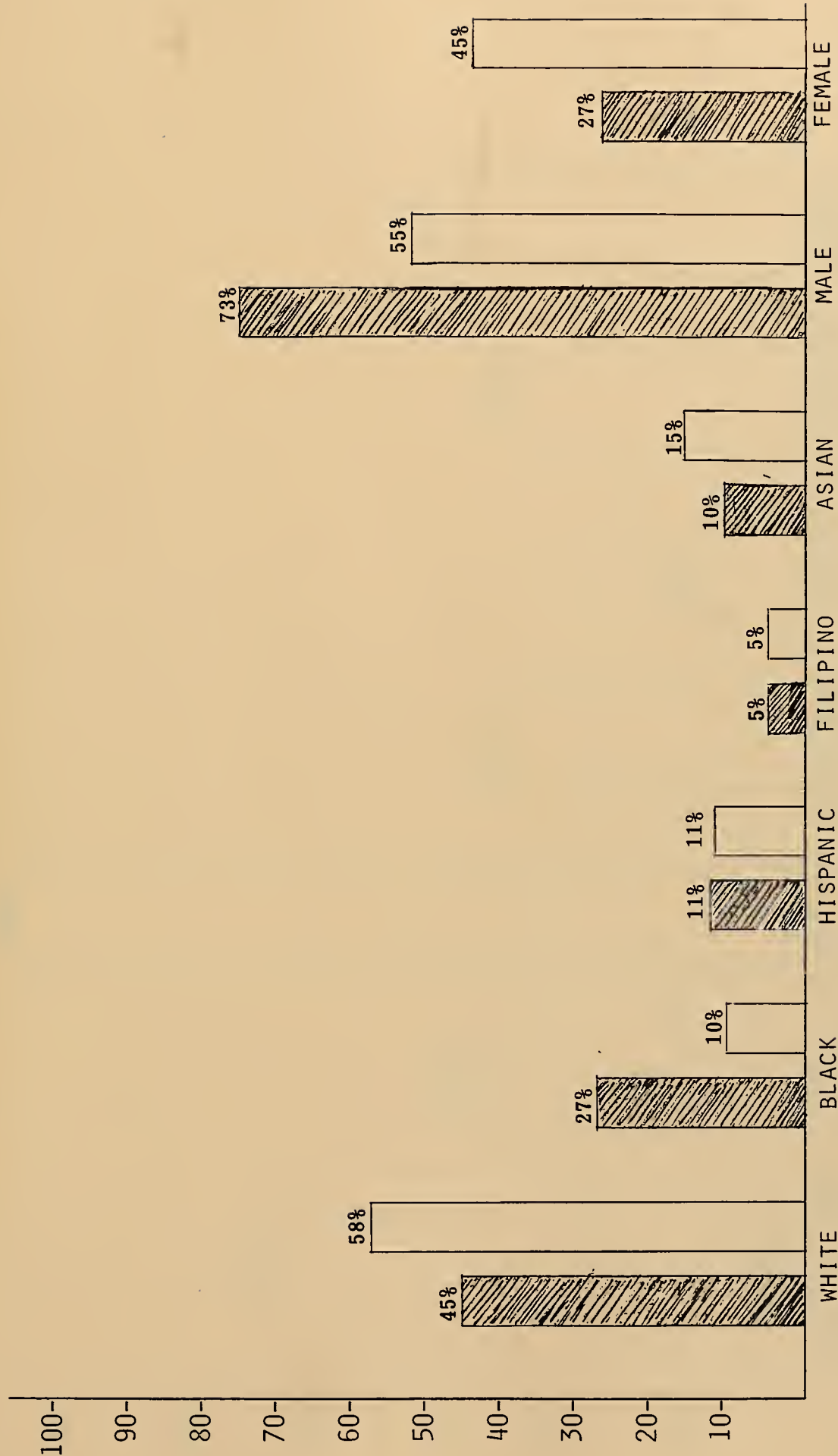
*Includes Pacific Islanders and Native Americans


Note: US Census labor force figures not available for 1990

57.5% 9.9% 11.2% 5.4% 15.3% .5% 54.8% 45.2%

2/91

ETHNIC/GENDER SURVEY OF THE SAN FRANCISCO SHERIFF'S DEPARTMENT

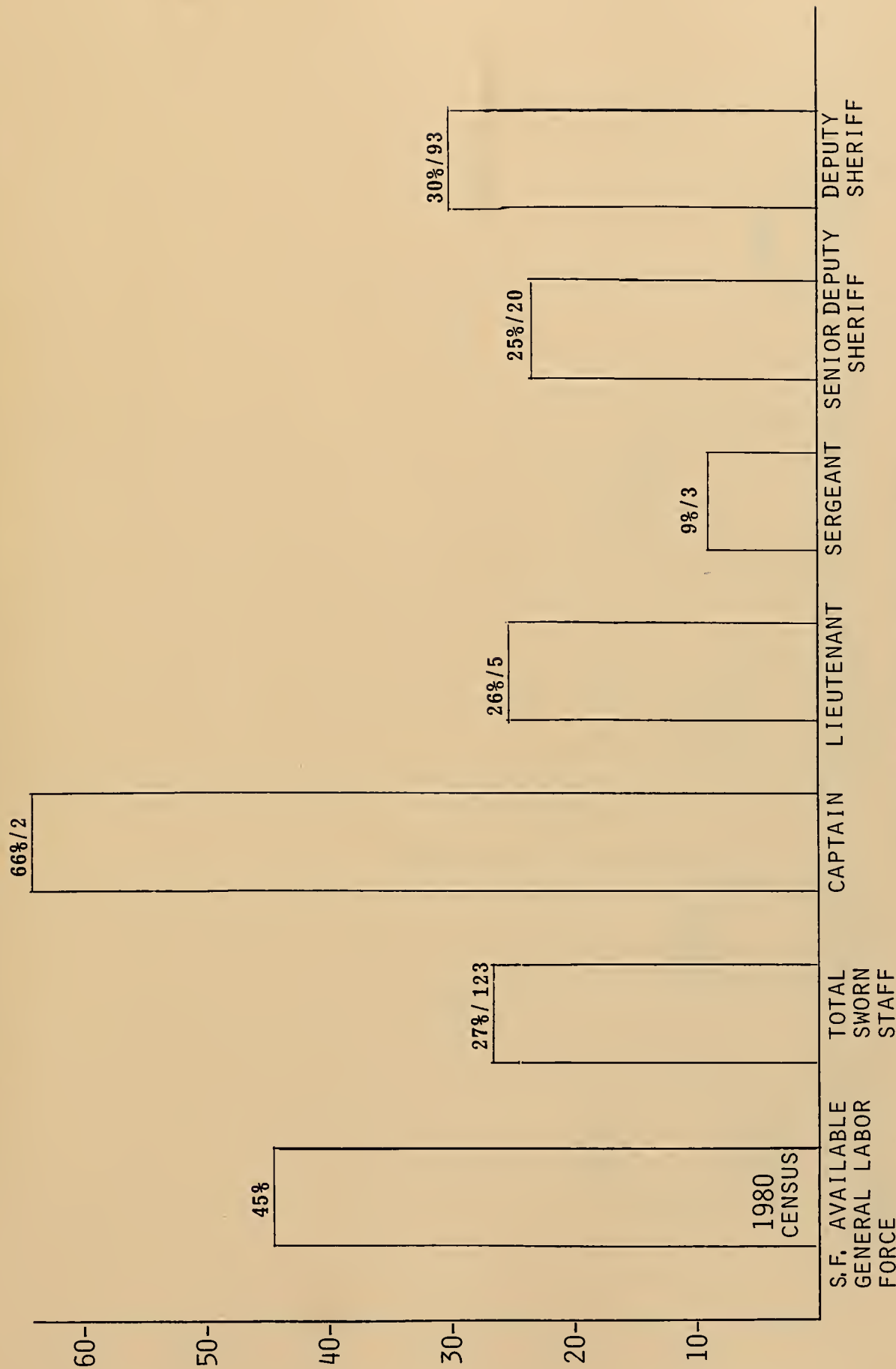


 = SAN FRANCISCO SHERIFF'S DEPARTMENT SWORN STAFF (456)

 = SAN FRANCISCO AVAILABLE GENERAL LABOR FORCE (1980 CENSUS)

Note: US Census labor force figures not available for 1990

SURVEY OF SWORN FEMALE PERSONNEL WITHIN THE SAN FRANCISCO SHERIFF'S DEPARTMENT



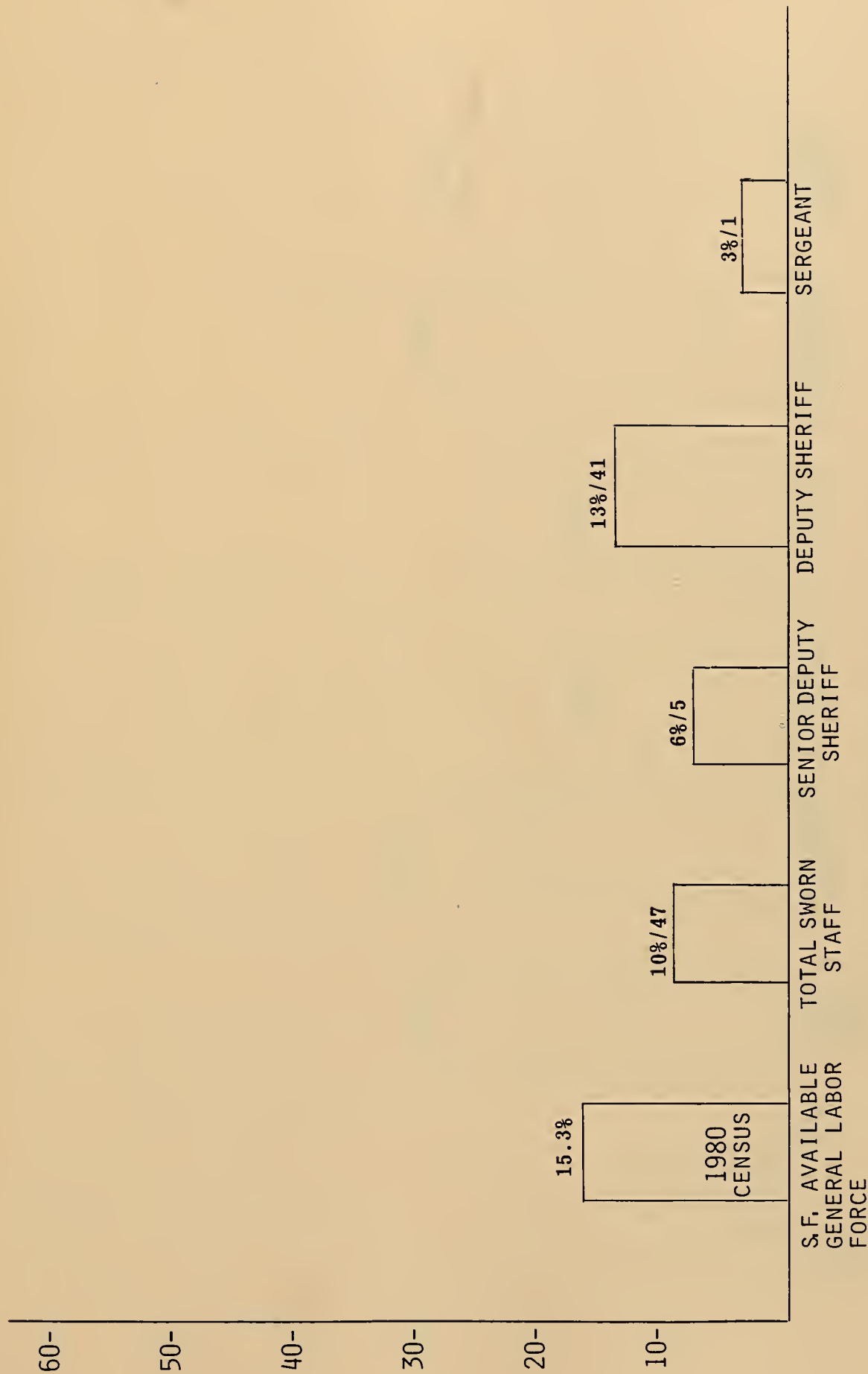
DEPARTMENT RANK BREAKDOWN

PERCENTAGE WITHIN RANK/ACTUAL NUMBER

2/91

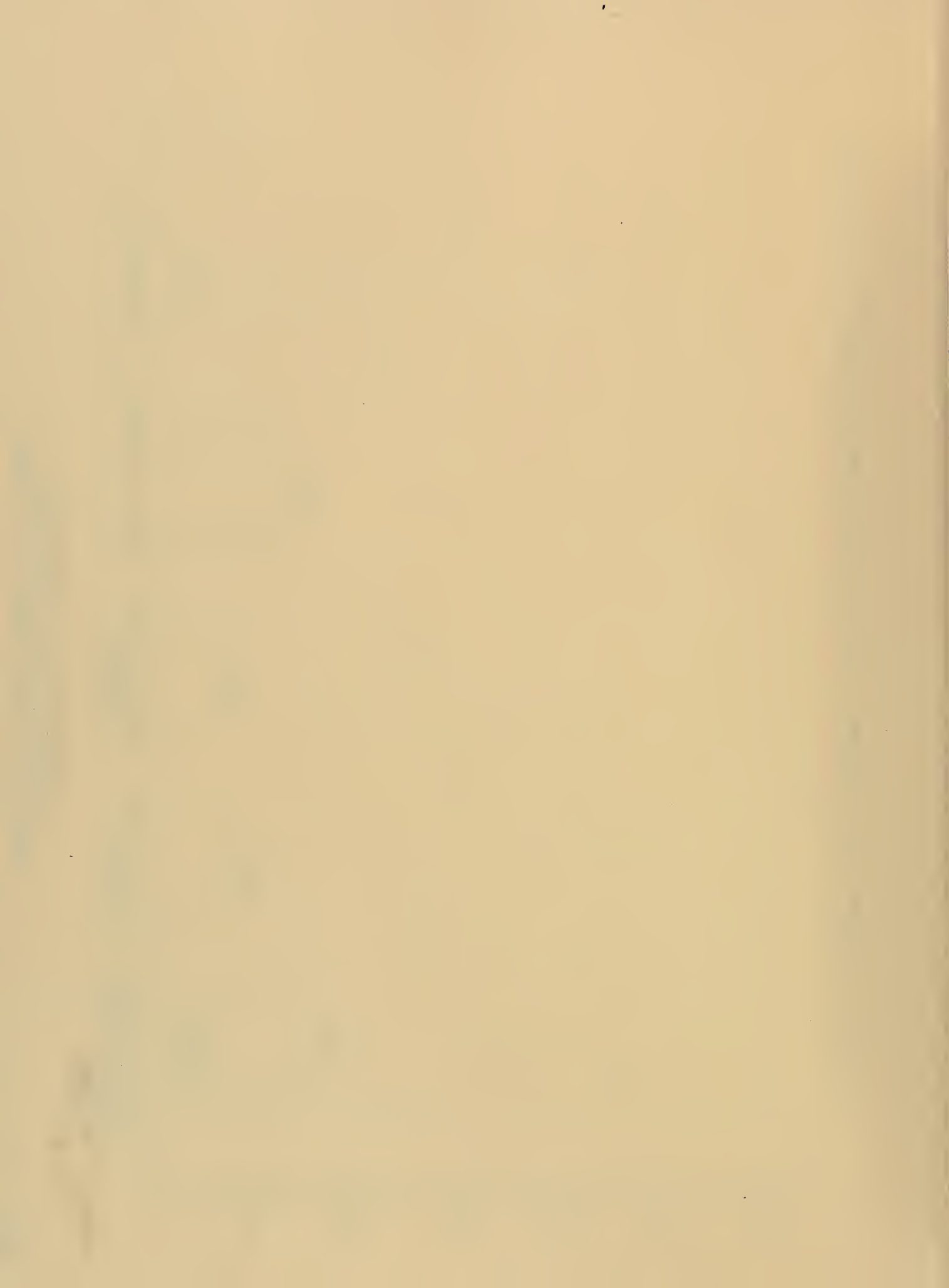
Note: US Census labor force figures not available for 1990

SURVEY OF SWORN ASIAN PERSONNEL WITHIN THE SAN FRANCISCO SHERIFF'S DEPARTMENT

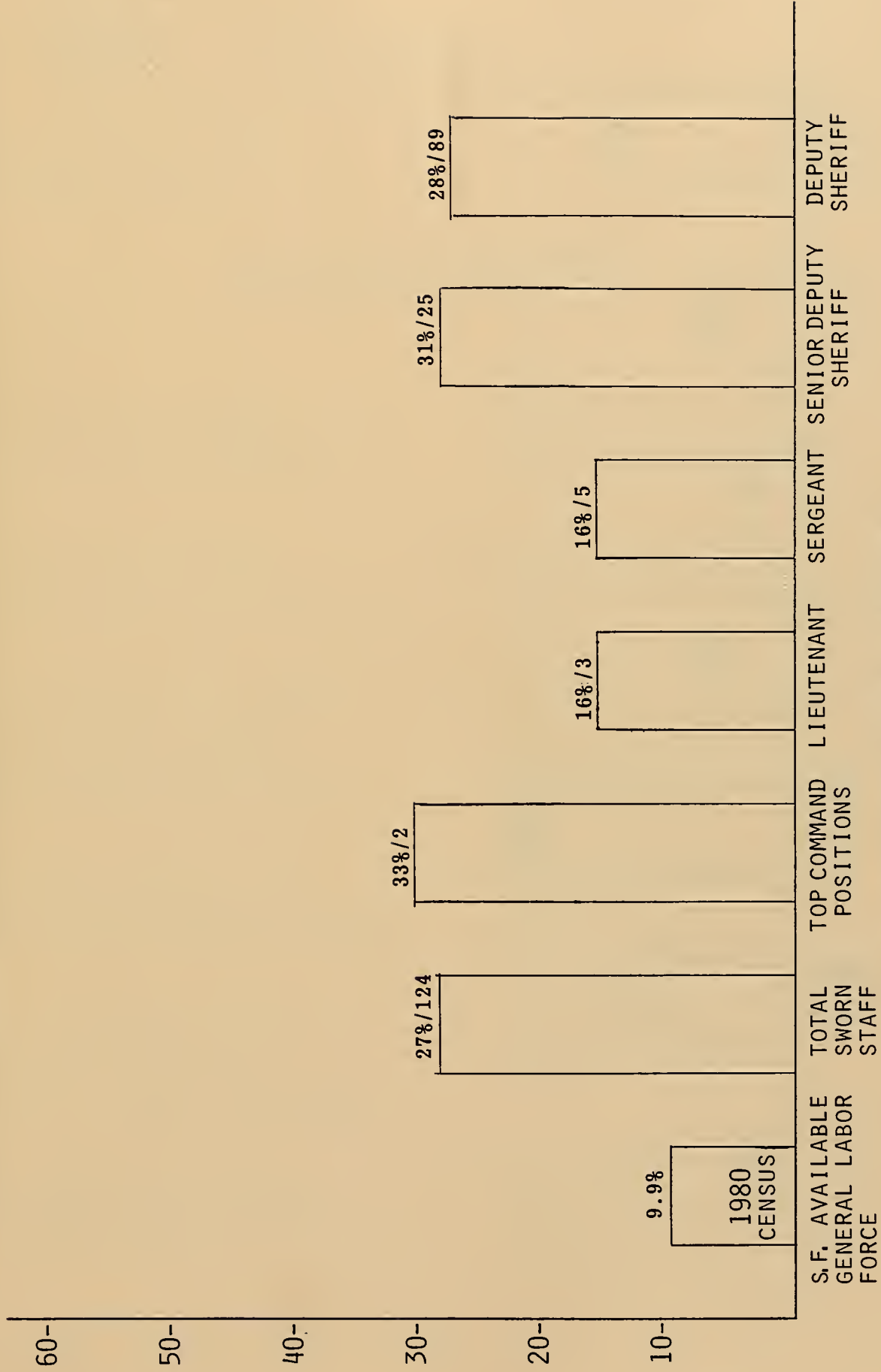


DEPARTMENT RANK BREAKDOWN

PERCENTAGE WITHIN RANK/ACTUAL NUMBER

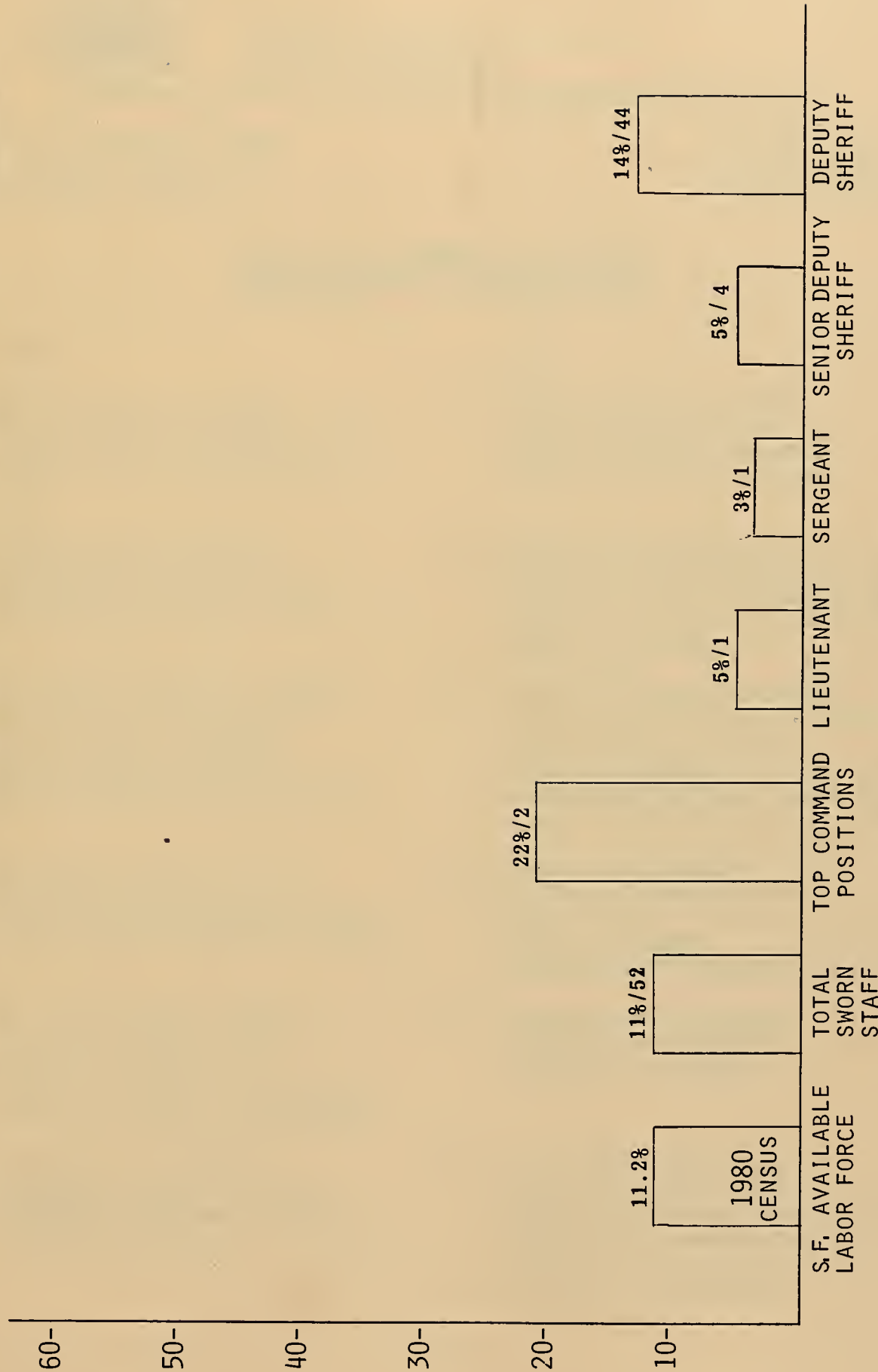


SURVEY OF SWORN BLACK PERSONNEL WITHIN THE 'SAN FRANCISCO SHERIFF'S DEPARTMENT



DEPARTMENT RANK BREAKDOWN
PERCENTAGE WITHIN RANK/ACTUAL NUMBER

SURVEY OF SWORN HISPANIC PERSONNEL WITHIN THE SAN FRANCISCO SHERIFF'S DEPARTMENT



DEPARTMENT RANK BREAKDOWN

PERCENTAGE WITHIN RANK/ACTUAL NUMBER



OFFICE OF
THE SHERIFF

MICHAEL HENNESSEY, Sheriff

WALTER THOMAS, Undersheriff

EDGAR FLOWERS, JR., Assistant Sheriff

Room 333, City Hall
SAN FRANCISCO, CA 94102
Administration 554-7225

SAN FRANCISCO SHERIFF'S DEPARTMENT
MINORITY/FEMALE SUPERVISORY STAFF

Female

WF Captain Mary Ann deSouza
Hall of Justice Custody Division
County Jail #1, 6th Floor
Responsible for operations at
CJ#1

WF Captain Vicki Hennesy
Special Projects/Training
Responsible for re-writing
Departmental Policy

HF Lieutenant Constance O'Connor
Court Services Division/
Judicial Court Commander
Directs Courts Bailiffs at
Hall of Justice, City Hall, YGC.

HF Lieutenant Veronica Keller
Training Commander
Directs all training operations
For Sheriff's Department personnel

WF Lieutenant Rebecca Benoit
San Bruno Custody Division
Program Facility, CJ#7
Supervises inmates and deputies
in all operations during watch.

WF Lieutenant Jan Dempsey
Department Budget Director
Responsible for annual budget
and related matters

Male

BM Undersheriff Walter Thomas
Administrative Division
General Department Manager
Director of jail operations

BM Assistant Sheriff Edgar Flowers
Administrative Division
Director of Court Services Division
Investigative Services, Internal
Affairs, Personnel

HM Chief Deputy Robert Zaragoza
Hall of Justice Custody Division
County Jail #2, 7th Floor
Division Commander
Responsible for total operations
at CJ#1, CJ#2 and CJ#3

HM Captain Carl Koehler
San Bruno Custody Division
County Jail #3
Division Commander
Responsible for operations at CJ#3

BM Lieutenant John Robinson
Administrative Division
(Currently on leave)

BM Lieutenant George Palmer
San Bruno Custody Division
County Jail #3, Day Watch Commander
Directs Line Supervisors and
deputies in all operations and
procedures during watch.

MINORITY/FEMALE SUPERVISORY STAFF

BF Lieutenant Barbara House County Jail #1, 6th Floor Midnight Watch Commander Supervises inmates and deputies in jail operations	FM Sergeant Alfredo Arquilla Personnel Section Commander Directs all Department Personnel matters
BF Sergeant Beatrice Smith County Jail #3 Supervises inmates and deputies under direction of Watch Commander	FM Sergeant Franklin Winch Hall of Justice Courts Judicial Court Commander Directs Courts Bailiffs at Hall of Justice, City Hall, YGC
WF Sergeant Judith Quirolo County Jail #3 Supervises inmates and deputies under direction of Watch Commander	AM Sergeant Raymond Macauley County Jail #7 Supervises inmates and deputies in all operations on watch
WF Sergeant Janice Frediani County Jail #2 Supervises inmates and deputies under direction of Watch Commander	BM Sergeant Frank Hutchins Community Relations, Eviction Assistance Program and crisis intervention
HF Senior Deputy JoAnne Castillo San Francisco General Hospital Supervises transportation of custodies to and from jail	BM Sergeant Johnny Holloway County Jail #1 Supervises booking operations at CJ#1
BF Senior Deputy Mary Smith Work Furlough/SWAP Director of all operations	BM Sergeant Van Furlough San Francisco General Hospital Responsible for all operations at San Francisco General Hospital
BF Senior Deputy Lydia Taylor Work Furlough/SWAP Assistant Director of all operations	BM Sergeant Dennis Williams County Jail #3, Felony Wing Sergeant Supervises inmates and deputies in jail housing area.
BF Senior Deputy Lois Baty San Francisco General Hospital Swing Watch Commander Supervises transportation of custodies to and from jail site	HM Sergeant Evan Zapata County Jail #1, Administrative Sergeant. Responsible for personnel record keeping
BF Senior Deputy Diana Tolliver County Jail #3 Supervises inmates and deputies under direction of Watch Commander	AM Senior Deputy Takafumi Ideta Background Investigations Conduct background investigations on Deputy Sheriff candidates

MINORITY/FEMALE SUPERVISORY STAFF

- AM Senior Deputy Ronald Terashima
County Jail #3
Supervises inmates and deputies
under direction of Watch Commander
- AM Senior Deputy Charles Melbourne
Research & Development
Responsible for implementation of
Departmental computer programs
- BM Senior Deputy Robert Easley
County Jail #7
Supervises inmates and deputies
under direction of Watch Commander
- BM Senior Deputy Malechi Burris
County Jail #3
Supervises inmates and deputies
in housing area
- HM Senior Deputy Albert Trevino
County Jail #3
Supervises inmates and deputies
in housing area
- BM Senior Deputy Louis Langford
County Jail #7
Supervises inmates and deputies
under direction of Midnight Watch
Commander
- BM Senior Deputy Gaither Brooks
San Francisco General Hospital
Midnight Watch Commander at the
Hospital



OFFICE OF
THE SHERIFF

MICHAEL HENNESSEY, Sheriff

WALTER THOMAS, Undersheriff

EDGAR FLOWERS, JR., Assistant Sheriff

Room 333, City Hall
SAN FRANCISCO, CA 94102
Administration 554-7225

SAN FRANCISCO SHERIFF'S DEPARTMENT ETHNIC/GENDER BREAKDOWN SOURCE SHEET

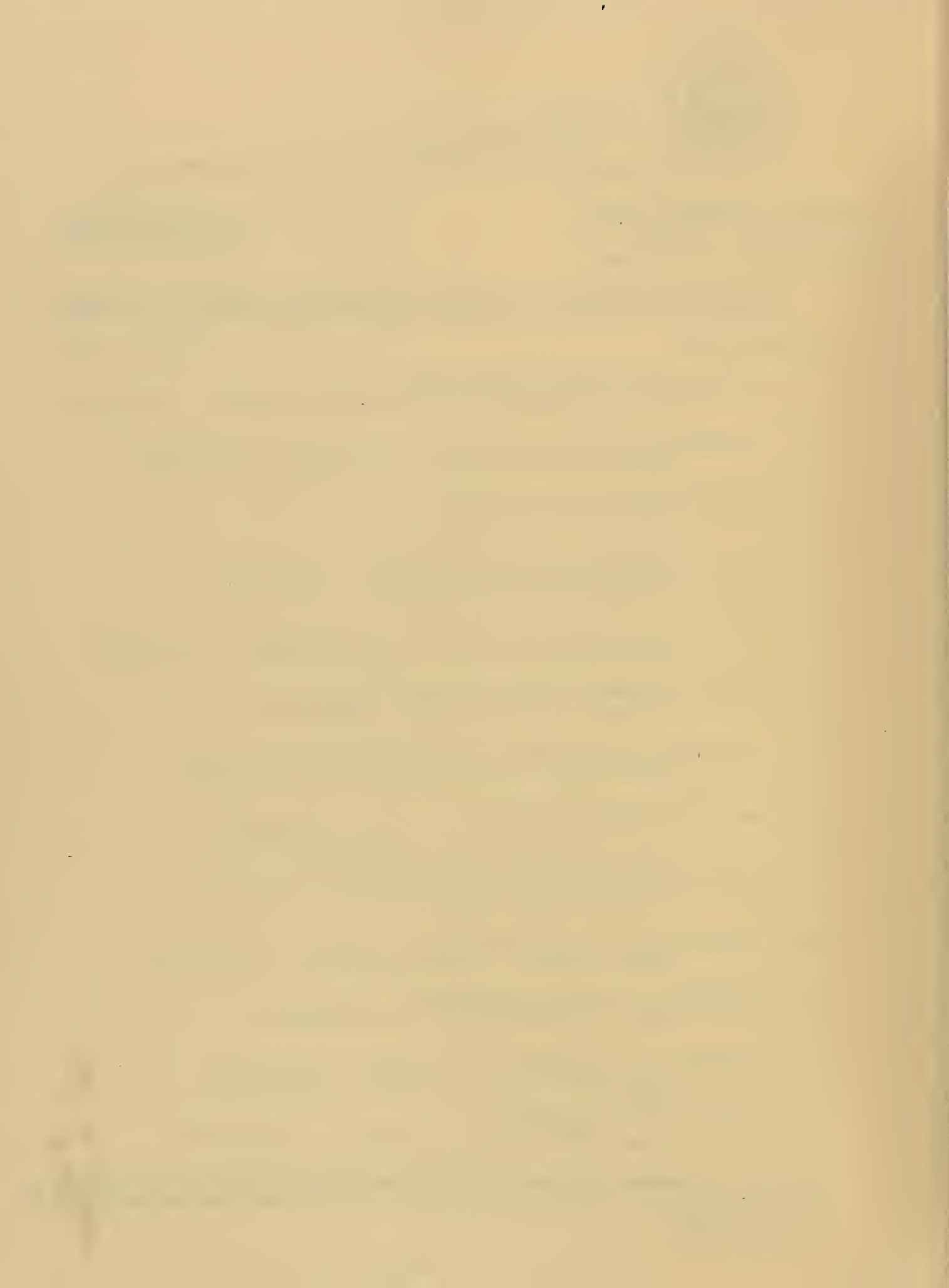
February 1990

Sergeant R. Dyer

1. San Francisco Sheriff's Department:
Sgt. Fred Arquilla, Personnel Section Commander - 415/554-7225
2. San Francisco Police Department:
Kathleen Hurley, Consent Decree Section - 415/553-1805
3. Alameda County Sheriff's Office:
Donna Hurd - 415/272-6878
4. Contra Costa County Sheriff's Office:
Emma Kuevor, Affirmative Action - 415/646-4106
5. San Mateo County Sheriff's Office:
Jesus Orosco, San Mateo Co. Human Resources - 415/363-4343
6. Santa Clara County Sheriff's Office:
Affirmative Action Officer - 408/299-3127
7. Los Angeles County Sheriff's Office:
Martha Zavala, Affirmative Action - 213/974-4284
8. Los Angeles Police Department:
Marjorie Muro, E.O.D.D. Office - 213/485-6450
9. San Diego County Sheriff's Office:
Gayle Van Vleck, Personnel Office - 619/531-3373
10. New York City Police Department:
Captain William J. Gardella, E.E.O.O. - 212/374-5330
11. Washington D.C. Police Department:
Public Information Branch - 202/727-4383
12. Chicago Police Department:
E.E.O. Officer / Legal Affairs - 312/744-5405
13. Houston Police Department:
Eileen Lindsay, Personnel Division - 713/247-8700

The law enforcement personnel figures cited in this report are subject to change, though past reports have shown variations over a twelve month period to be minimal.

#####



040
6
April 1993

City and County of San Francisco

OFFICE OF THE SHERIFF



Michael Hennessey
SHERIFF

415 - 554 - 7225

SAN FRANCISCO SHERIFF'S DEPARTMENT AFFIRMATIVE ACTION REPORT



DOCUMENTS DEPT.

SEP 8 - 1993

SAN FRANCISCO
PUBLIC LIBRARY

April 1993

Prepared by Sergeant Richard Dyer
Public Information Officer

City and County of San Francisco

OFFICE OF THE SHERIFF



Michael Hennessey
SHERIFF

415 - 554 - 7225

A STATEMENT FROM SHERIFF MICHAEL HENNESSEY

Since 1980, the San Francisco Sheriff's Department has established an extraordinary affirmative action record. Within the national law enforcement community, our Department has set the standard for the recruitment, hiring, promotion, training and assignment of minority and women peace officers.

Achieving these goals was no accident. It has been my policy that the San Francisco Sheriff's Department be uncompromising in its endeavor to provide equal employment opportunities to all persons regardless of race, gender, ethnicity, national origin, sexual orientation, religion, age, physical handicap or political affiliation.

We began at the recruitment level, reaching out to those traditionally bypassed by the law enforcement establishment: African American, Asian, Filipino, Hispanic, Native American and Pacific Islander men and women, as well as members of the lesbian and gay communities.

The response has been gratifying. In 1992, our most recently completed deputy sheriff recruitment drive, 82% of the 1,421 qualified applicants were minorities and women. The positive effects of this, and five previous recruitment drives since 1980, will be felt by the Sheriff's Department and the community for many years to come.

I consider the minority hiring and promotional record of the San Francisco Sheriff's Department a hallmark of my fourteen year tenure as Sheriff, and I look forward to a continuing personal and professional commitment to the highest affirmative action goals.

A large, stylized handwritten signature in black ink, reading "Michael Hennessey".

4/93

City and County of San Francisco

OFFICE OF THE SHERIFF



Michael Hennessey
SHERIFF

415 - 554 - 7225

SAN FRANCISCO SHERIFF'S DEPARTMENT

ETHNIC/GENDER SURVEY OF MAJOR LAW ENFORCEMENT AGENCIES

- APRIL 1993 -

ETHNIC/GENDER SURVEY OF MAJOR LAW ENFORCEMENT AGENCIES

Information provided by agency Personnel or Public Information Office
 "Other" may include Pacific Islander and Native American; percentages
 rounded off + or - 1%

	MALE	FEMALE	ASIAN	BLACK	FILIPINO	LATINO	WHITE	OTHER
San Francisco Co.CA Sheriff's Department	361	132	49	147	41	64	187	5
Total Sworn - 493	73%	27%	10%	30%	8%	13%	38%	1%
San Francisco, CA Police Department	1,609	227	175	177	39	194	1,244	7
Total Sworn - 1,836	88%	12%	10%	10%	2%	11%	68%	.3%
Alameda Co., CA Sheriff's Office	637	109	16	105	8	56	557	4
Total Sworn - 746	85%	15%	2%	14%	1%	8%	75%	1%
Contra Costa Co., CA Sheriff's Office	510	82	11	55	3	30	489	4
Total Sworn - 592	86%	14%	2%	9%	.5%	5%	83%	1%
San Mateo Co., CA Sheriff's Office	317	44	5	28	2	26	300	0
Total Sworn - 361	88%	12%	1%	8%	1%	7%	83%	0%
Santa Clara Co., CA Sheriff's Office	340	69	8	20	0	69	309	3
Total Sworn - 409	83%	17%	2%	5%	0%	17%	76%	1%
Los Angeles Co., CA Sheriff's Office	6,803	966	157	687	36	1,267	5,616	6
Total Sworn - 7,769	88%	12%	2%	9%	.4%	16%	72%	.07%
Los Angeles, CA Police Department	6,676	1,080	227	1,111	40	1,765	4,590	23
Total Sworn - 7,756	86%	14%	3%	14%	.5%	23%	59%	.3%
San Diego, CA Sheriff's Office	1,332	261	59	137	Inc. in	260	1,122	15
Total Sworn - 1,593	84%	16%	4%	9%	ASIAN	16%	70%	1%
New York City, NY Police Department	24,513	3,992	244	3,268	Inc. in	4,026	20,936	31
Total Sworn - 28,505	86%	14%	1%	11%	ASIAN	14%	73%	.1%
Washington, DC Metro Police	3,599	897	Inc. in	3,029	Inc. in	119	1,204	144
Total Sworn - 4,496	80%	20%	OTHER	67%	OTHER	3%	27%	3%
Chicago, IL Police Department	10,484	2,037	67	3,084	Inc. in	964	8,385	21
Total Sworn - 12,521	84%	16%	.5%	25%	ASIAN	8%	67%	.2%
Houston, TX Police Department	3,907	419	24	637	Inc. in	552	3,102	11
Total Sworn - 4,326	90%	10%	.5%	15%	OTHER	13%	72%	.2%
Average (other than S.F. Sheriff's Dept)	85%	15%	1%	17%	.2%	13%	67%	.4%

SAN FRANCISCO SHERIFF'S DEPARTMENT AFFIRMATIVE ACTION REPORT FOR SWORN PERSONNEL

	WHITE # %	BLACK # %	HISPANIC # %	FILIPINO # %	ASIAN # %	OTHER* # %	MALE # %	FEMALE # %	TOTAL SWORN STAFF
SHERIFF	1 100%						1 100%		1
UNDERSHERIFF		1 100%					1 100%		1
ASSISTANT SHERIFF		1 100%					1 100%		1
CHIEF DEPUTY	1 100%		1 100%				2 100%		2
CAPTAIN	2 50%	1 25%	1 25%				2 50%	2 50%	4
LIEUTENANT	14 78%	2 11%	2 11%				13 72%	5 28%	18
SERGEANT	21 64%	6 18%	2 6%	2 6%	2 6%		27 82%	6 18%	33
SENIOR DEPUTY	47 56%	22 26%	5 6%	3 4%	7 8%		61 73%	23 27%	84
DEPUTY	101 29%	114 33%	53 15%	36 10%	40 12%	5 1%	253 72%	96 28%	349
TOTAL	187 38%	147 30%	64 13%	41 8%	49 10%	5 1%	361 73%	132 27%	493

San Francisco
Available General
Labor Force - 1990

52.0% 8.2% 12.8% 9.8% 16.5% .7% 54.3% 45.7%

*Includes Pacific Islanders and Native Americans

SOURCE: U.S. CENSUS

City and County of San Francisco

OFFICE OF THE SHERIFF



Michael Hennessey
SHERIFF

415 - 554 - 7225

SAN FRANCISCO SHERIFF'S DEPARTMENT MINORITY/FEMALE SUPERVISORY STAFF

	<u>Female</u>	<u>Male</u>
WF	Captain Mary Ann deSouza Hall of Justice Custody Division County Jail #1, 6th Floor Responsible for operations at CJ#1	BM Undersheriff Walter Thomas Administrative Division General Department Manager Director of jail operations
WF	Captain Vicki Hennessy Training Division 555 - 7th Street Transition Team	BM Assistant Sheriff Edgar Flowers Administrative Division Director of Court Services Division Investigative Services, Internal Affairs, Personnel
HF	Lieutenant Constance O'Connor San Bruno Custody Division County Jail #3	HM Chief Deputy Robert Zaragoza Hall of Justice Custody Division County Jail #2, 7th Floor Division Commander Responsible for total operations at CJ#1, CJ#2 and CJ#3
HF	Lieutenant Veronica Keller Hall of Justice Custody Division County Jail #2, 7th Floor Administrative supervision	HM Captain Carl Koehler Hall of Justice County Jail #2
WF	Lieutenant Rebecca Benoit San Bruno Custody Division Program Facility, CJ#7 Supervises inmates and deputies in all operations during watch.	BM Captain George Palmer San Bruno Facility County Jail #3 Day Watch Commander Directs Line Supervisors and deputies in all operations and procedures during watch.
WF	Lieutenant Jan Dempsey Hall of Justice Custody Division County Jail #1, 6th Floor	

MINORITY/FEMALE SUPERVISORY STAFF

BF	Lieutenant Barbara House County Jail #1, 6th Floor Midnight Watch Commander Supervises inmates and deputies in jail operations	FM	Sergeant Alfredo Arquilla Research & Development 135 Polk Street
BF	Sergeant Beatrice Smith County Jail #2 Supervises inmates and deputies under direction of Watch Commander	FM	Sergeant Franklin Winch County Jail #1, 6th Floor Ass't Watch Commander/Days
WF	Sergeant Judith Quirolo Hall of Justice - Courts Supervises deputies under direction of Watch Commander	AM	Sergeant Raymond Macaulay County Jail #7 Supervises inmates and deputies in all operations on swing watch
WF	Sergeant Janice Frediani County Jail #3 Supervises inmates and deputies under direction of Watch Commander	BM	Sergeant Frank Hutchins Community Relations, Eviction Assistance Program and crisis intervention
HF	Sergeant JoAnne Castillo San Bruno Custody Division County Jail #3	BM	Sergeant Johnny Holloway San Bruno Custody Division Program Facility County Jail #7
BF	Sergeant Mary Smith Work Furlough Director of operations	BM	Lieutenant Dennis Williams County Jail #2 Supervises inmates and deputies in jail housing area.
BF	Senior Deputy Lydia Taylor Backgrounds/Administration	HM	Sergeant Evan Zapata County Jail #1, Administrative Sergeant. Responsible for personnel record keeping
BF	Senior Deputy Lois Baty Alternative Programs Division 555 - 7th Street	AM	Sergeant Takafumi Ideta County Jail #3, San Bruno Classification Supervisor

MINORITY/FEMALE SUPERVISORY STAFF

WF	Senior Deputy Jonna Harlan County Jail #1 Assistant Watch Commander Supervises inmates/deputies	AM	Senior Deputy Ronald Terashima County Jail #3 Supervises inmates and deputies under direction of midnight Watch Commander
WF	Senior Deputy Rosalinda Woolard County Jail #7	AM	Senior Deputy Charles Melbourne Research & Development Responsible for implementation of Departmental computer programs
BF	Senior Deputy Sabrina Butler County Jail #2	BM	Senior Deputy Nelson Williams, III County Jail #3 Supervises inmates and deputies in housing area/Day Watch
HF	Senior Deputy Senia Bruno County Jail #3	BM	Senior Deputy Malechi Burris SFGH - Ward 7D Supervises inmates and deputies. Swing Watch
BF	Senior Deputy Audrey Minor Work Furlough	AM	Senior Deputy Douglas Chin County Jail #1 Classification Coordinator
FF	Senior Deputy Elizabeth Velasco Personnel Manager Administration	BM	Senior Deputy Ricardo Keppard Investigative Services Unit 555 - 7th Street
WF	Senior Deputy Babe Franey Budget Manager Administration	AM	Senior Deputy Mark Otaguro County Jail #2
AF	Senior Deputy Teri Tussey Assistant Personnel Manager	BM	Senior Deputy Albert Waters Hall of Justice County Jail #1 Supervises inmates and deputies under direction of Midnight Watch Commander
BF	Senior Deputy Aundrea Johnson Court Services Division	HM	Senior Deputy Richard Valdes County Jail #1

City and County of San Francisco

OFFICE OF THE SHERIFF



Michael Hennessey
SHERIFF

415 - 554 - 7225

1993 SAN FRANCISCO SHERIFF'S DEPARTMENT ETHNIC/GENDER SURVEY SOURCE SHEET

Sergeant R. Dyer

1. San Francisco Sheriff's Department:
Sr Dep E. Velasco, Personnel Section Commander - 415/554-7225
2. San Francisco Police Department:
D. Mei Lon Sam, Consent Decree Section - 415/553-1805
3. Alameda County Sheriff's Office:
Donna Hurd, Alameda Co. Sheriff's Office - 510/272-6878
4. Contra Costa County Sheriff's Office:
Emma Kuevor, Affirmative Action Officer - 510/646-4106
5. San Mateo County Sheriff's Office:
Donna Jones-Dulin, Human Res., San Mateo County - 415/363-4857
6. Santa Clara County Sheriff's Office:
Sgt. James Greer, Santa Clara Co. Sheriff's Office - 408/299-3127
7. Los Angeles County Sheriff's Office:
Alice F. Martinez, Affirmative Action - 213/974-4168
8. Los Angeles Police Department:
Marjorie Muro, E.O.D.D. Office - 213/485-6345
9. San Diego County Sheriff's Office:
Gayle Van Vleck, Personnel Office - 619/531-3373
10. New York City Police Department:
Asa Tania Sapko, E.E.O.O. - 212/374-5330
11. Washington D.C. Police Department:
Emanuel Ross - 202/727-4100
12. Chicago Police Department:
Deborah Pascua, E.E.O. Officer, Chicago Police Dept. - 312/744-5405
13. Houston Police Department:
William G. Kepford, Personnel Division - 713/247-8700

The law enforcement personnel figures cited in this report are subject to change, though past reports have shown variations over a twelve-month period to be minimal.

#

S40
#6
May 1994
City and County of San Francisco

OFFICE OF THE SHERIFF



Michael Hennessey
SHERIFF

415 - 554 - 7225

SAN FRANCISCO SHERIFF'S DEPARTMENT AFFIRMATIVE ACTION REPORT



DOCUMENTS DEPT.

JUL 29 1994

SAN FRANCISCO
PUBLIC LIBRARY

May 1994

Prepared by Sergeant Richard Dyer
Public Information Officer

City and County of San Francisco

OFFICE OF THE SHERIFF



Michael Hennessey
SHERIFF

415 - 554 - 7225

A STATEMENT FROM SHERIFF MICHAEL HENNESSEY

Since 1980, the San Francisco Sheriff's Department has established an extraordinary affirmative action record. Within the national law enforcement community, our Department has set the standard for the recruitment, hiring, promotion, training and assignment of minority and women peace officers.

Achieving these goals was no accident. It has been my policy that the San Francisco Sheriff's Department be uncompromising in its endeavor to provide equal employment opportunities to all persons regardless of race, gender, ethnicity, national origin, sexual orientation, religion, age, physical handicap or political affiliation.

We begin at the recruitment level, reaching out to those traditionally bypassed by the law enforcement establishment: African American, Asian, Filipino, Hispanic, Native American and Pacific Islander men and women, as well as members of the lesbian and gay communities.

The response has been gratifying. In 1992, our most recently completed deputy sheriff recruitment drive, 82% of the 1,421 qualified applicants were minorities and women. The positive effects of this, and five previous recruitment drives since 1980, will be felt by the Sheriff's Department and the community for many years to come.

I consider the minority hiring and promotional record of the San Francisco Sheriff's Department a hallmark of my fifteen year tenure as Sheriff, and I look forward to a continuing personal and professional commitment to the highest affirmative action goals.

A large, stylized handwritten signature in dark ink, reading "Michael Hennessey".

5/94

City and County of San Francisco

OFFICE OF THE SHERIFF



Michael Hennessey
SHERIFF

415 - 554 - 7225

SAN FRANCISCO SHERIFF'S DEPARTMENT

ETHNIC/GENDER SURVEY OF MAJOR LAW ENFORCEMENT AGENCIES

-May 1994-

1994 ETHNIC/GENDER SURVEY OF MAJOR LAW ENFORCEMENT AGENCIES

Information provided by agency Personnel or Public Information Office.
 "Other" includes Pacific Islander and Native American; percentages rounded off + or - 1%

	MALE	FEMALE	ASIAN	BLACK	FILIPINO	LATINO	WHITE	OTHER
San Francisco Co. CA								
Sheriff's Department	387	143	53	162	42	65	203	5
Total Sworn - 530	73%	27%	10%	31%	8%	12%	38%	1%
San Francisco CA								
Police Department	1,586	231	177	174	40	202	1,216	8
Total Sworn - 1,817	87%	13%	10%	10%	2%	11%	67%	.4%
Alameda Co. CA								
Sheriff's Office	630	102	17	100	8	57	545	5
Total Sworn - 732	86%	14%	2%	14%	1%	8%	74%	1%
Oakland CA								
Police Department	627	63	60	175	Under	81	370	4
Total Sworn - 690	91%	9%	9%	25%	Asian	12%	54%	1%
Contra Costa Co. CA								
Sheriff's Office	503	76	14	61	3	28	466	7
Total Sworn - 579	87%	13%	2%	11%	.5%	5%	80%	1%
San Mateo Co. CA								
Sheriff's Office	325	44	5	28	2	26	308	0
Total Sworn - 369	88%	12%	1%	8%	1%	7%	83%	0%
Santa Clara Co. CA								
Sheriff's Office	345	63	9	18	0	72	307	2
Total Sworn - 408	85%	15%	2%	4%	0%	18%	75%	.4%
Los Angeles Co. CA								
Sheriff's Office	6,958	1,009	172	790	39	1,376	5,583	7
Total Sworn - 7,967	87%	13%	2%	10%	.4%	17%	70%	.08%
Los Angeles CA								
Police Department	6,473	1,170	261	1,129	50	1,852	4,329	22
Total Sworn - 7,643	85%	15%	3%	15%	.7%	24%	57%	.3%
San Diego CA								
Sheriff's Office	1,401	264	60	142	Under	280	1,166	17
Total Sworn - 1,665	84%	16%	4%	9%	Asian	17%	70%	1%
New York City, NY								
Police Department	26,441	4,479	313	3,572	Under	4,630	22,366	39
Total Sworn - 30,920	86%	14%	1%	12%	Asian	15%	72%	.1%
Chicago, IL								
Police Department	10,419	2,130	78	3,110	Under	1,031	8,308	22
Total Sworn - 12,549	83%	17%	.6%	25%	Asian	8%	66%	.2%
Houston, TX								
Police Department	4,286	505	56	783	Under	672	3,274	6
Total Sworn - 4,791	89%	11%	1%	16%	Asian	14%	68%	.1%
Average (other than SF Sheriff's Dept.)	86%	14%	2%	14%	.2%	15%	69%	.2%

Prepared by
Sgt. R. Dyer 5/94

SAN FRANCISCO SHERIFF'S DEPARTMENT AFFIRMATIVE ACTION REPORT FOR SWORN PERSONNEL

	WHITE # %	BLACK # %	HISPANIC # %	FILIPINO # %	ASIAN # %	OTHER* # %	MALE # %	FEMALE # %	TOTAL SWORN STAFF
SHERIFF	1 100%						1 100%		1
UNDERSHERIFF		1 100%					1 100%		1
ASSISTANT SHERIFF	1 100%						1 100%		1
CHIEF DEPUTY	1 50%		1 50%				1 50%	1 50%	2
CAPTAIN	3 60%		2 40%				1 20%	4 80%	5
LIEUTENANT	14 82%	3 18%					13 76%	4 24%	17
SERGEANT	19 68%	4 14%	1 4%	2 7%	2 7%		23 82%	5 18%	28
SENIOR DEPUTY	44 54%	21 26%	6 7%	3 4%	7 9%		56 69%	25 31%	81
DEPUTY	119 30%	133 34%	56 14%	37 9%	44 12%	5 1%	290 74%	104 26%	394
TOTAL	202 38%	162 31%	66 12%	42 8%	53 10%	5 1%	387 73%	143 27%	530

San Francisco

Available General

Labor Force - 1990:

52.0%

8.2%

12.8%

9.8%

16.5%

.7%

54.3%

45.7%

*Includes Pacific Islanders and Native Americans

SOURCE: U.S. CENSUS

7/94

City and County of San Francisco

OFFICE OF THE SHERIFF



Michael Hennessey
SHERIFF

415 - 554 - 7225

SAN FRANCISCO SHERIFF'S DEPARTMENT

MINORITY/FEMALE SUPERVISOR STAFF

	<u>Female</u>		<u>Male</u>
WF	Chief Mary Ann deSouza Research & Development Administrative Operations 1155 Market Street Suite 102	BM	Undersheriff Walter Thomas Administrative Division General Department Manager Director of Jail Operations
WF	Captain Vicki Hennesy Training Division 555 - 7th Street Transition Team	HM	Chief Deputy Robert Zaragoza Hall of Justice Custody Division 555 7th St., 2nd Floor Division Commander Responsible for total operations at CJ#1, CJ#2 and CJ#3
WF	Captain Jan Dempsey San Bruno Custody Division County Jail #3 Day Watch Commander Direct Line Supervisors and deputies in all operations and procedures during watch.	HM	Captain Carl Koehler San Bruno Facility Program Facility, CJ#7 Directs Line Supervisors and deputies in all operations and procedures during watch.
HF	Captain Veronica Keller Hall of Justice Custody Division County Jail #1, 6th Floor Directs Line Supervisors and deputies in all operations and procedures during watch.	BM	Lieutenant Dennis Williams Hall of Justice Custody Division County Jail #2, 7th Floor Supervises inmates and deputies in jail housing area.
HF	Lieutenant Constance O'Connor Hall of Justice Custody Division County Jail #1, 6th Floor Day Watch Commander Supervises inmates and deputies in all operations during watch.	FM	Sergeant Alfredo Arquilla Civil Division Room 333 - City Hall
WF	Lieutenant Rebecca Benoit San Bruno Custody Division Program Facility, CJ#7 Supervises inmates and deputies in all operations during watch.	FM	Sergeant Franklin Winch Hall of Justice Custody Division County Jail #1, 6th Floor Supervises inmates and deputies in all operations on day watch

MINORITY/FEMALE SUPERVISOR STAFF

BF	Lieutenant Barbara House Civil Division Supervisor Room 333 - City Hall	AM	Sergeant Raymond Macaulay San Bruno Custody Division Program Facility/County Jail #7 Supervises inmates and deputies in all operations on swing watch
BF	Lieutenant Beatrice Smith Hall of Justice Custody Division County Jail #2, 7th Floor Administrative Supervisor	BM	Sergeant Frank Hutchins Community Relations, Eviction Assistance Program and Crisis intervention
WF	Sergeant Judith Quirolo Hall of Justice - Courts Supervises deputies under direction of Watch Commander	BM	Sergeant Johnny Holloway Hall of Justice Custody Division County Jail #1, 6th Floor Supervises inmates and deputies under direction of Watch Commander
WF	Sergeant Janice Frediani San Bruno Custody Division County Jail #3 Supervises inmates and deputies under direction of Watch Commander	AM	Sergeant Takafumi Ideta Hall of Justice Custody Division County Jail #2, 7th Floor Supervises inmates and deputies under direction of Watch Commander
WF	Sergeant Ellen Brin Hall of Justice Custody Division County Jail #2, 7th Floor Supervises inmates and deputies under direction of Watch Commander	BM	Sergeant Nelson Williams, III Transportation Unit County Jail #2, 7th Floor Supervises inmates and deputies Transporting
WF	Sergeant Becky Richmond San Bruno Custody Division County Jail #7 - Program Facility Supervises inmates and deputies under direction of Watch Commander	AM	Sergeant Douglas Chin County Jail #1 Classification Coordinator
WF	Sergeant Jonna Harlan Hall of Justice Custody Division County Jail #1, 6th Floor Supervises inmates and deputies in all operations of swing watch	AM	Senior Deputy Ronald Terashima County Jail #1, 6th Floor Supervises inmates and deputies under direction of midnight Watch Commander
HF	Sergeant Joanna Castillo Training Division 555 7th St., 2nd Floor	AM	Senior Deputy Charles Melbourne Research & Development Responsible for implementation of Departmental computer programs
BF	Sergeant Lydia Taylor Background/Administration 1155 Market Street Suite 102		

MINORITY/FEMALE SUPERVISOR STAFF

BF	Senior Deputy Mary Smith Hall of Justice Custody Division County Jail #2, 7th Floor	BM	Senior Deputy Malechi Burris County Jail #3 Supervises inmates and deputies on the swing watch
BF	Senior Deputy Louis Baty Alternative Programs Division 555 7th St., 2nd Floor	BM	Senior Deputy Ricardo Keppard Investigative Services Unit 25 VAN NESS Ave., Suite 350
WF	Senior Deputy Rosalinda Woolard San Bruno Custody Division County Jail #7, Program Facility Supervises inmates and deputies under direction of swing watch Commander	AM	Senior Deputy Mark Otaguro County Jail #2
BF	Senior Deputy Sabrina Butler County Jail #2	BM	Senior Deputy Albert Waters Alternative Programs 555 7th St., 2nd Floor
HF	Senior Deputy Senia Bruno Work Furlough	HM	Senior Deputy Richard Valdes County Jail #3
BF	Senior Deputy Audrey Minor Work Furlough	BM	Senior Deputy Edwin James County Jail #2
FF	Senior Deputy Elizabeth Velasco Personnel Manager Administration	HM	Senior Deputy Richard Garcia County Jail #7
AF	Senior Deputy Teri Tussey Custody Division CJ#1 Midnight Supervisor		
BF	Senior Deputy Aundrea Johnson Custody Division CJ#3 San Bruno		
HF	Senior Deputy Marcie Colhour County Jail #7		

as of 07/12/94

City and County of San Francisco

OFFICE OF THE SHERIFF



Michael Hennessey
SHERIFF

415 - 554 - 7225

1994 SAN FRANCISCO SHERIFF'S DEPARTMENT

ETHNIC/GENDER SURVEY SOURCE SHEET

1. San Francisco Sheriff's Department:
Sr. Dep. E. Velasco, Personnel Section Commander - 415/554-7225
2. San Francisco Police Department:
D. Mei Lon Sam, Consent Decree Section - 415/553-1805
3. Alameda County Sheriff's Office:
Donna Boyer, Alameda Co. Sheriff's Office - 510/272-6878
4. Oakland Police Department:
Personnel Office - 510/273-3731
5. Contra Costa County Sheriff's Office:
Emma Kuevor, Affirmative Action Officer: 510/646-4106
6. San Mateo County Sheriff's Office:
Donna Jones-Dulin, Human Res., San Mateo County - 415/363-4857
7. Santa Clara County Sheriff's Office:
Sgt. James Greer, Santa Clara Co. Sheriff's Office - 408/299-3127
8. Los Angeles County Sheriff's Office:
Alice F. Martinez, Affirmative Action - 213/974-4168
9. Los Angeles Police Department:
Marjorie Muro, E.O.D.D. Office - 213/485-6345
10. San Diego County Sheriff's Office:
Gayle Van Vleck, Personnel Office - 619/531-3373
11. New York City Police Department:
Tania Sapko, E.E.O.O. - 212/374-5330
12. Chicago Police Department:
Deborah Pascua, E.E.O. Officer, Chicago Police Dept. - 312/744-5405
13. Houston Police Department:
William G. Kepford, Personnel Division - 713/247-8700

The law enforcement personnel figures cited in this report are subject to change, though past reports have shown variations over a twelve-month period to be minimal.

City and County of San Francisco

OFFICE OF THE SHERIFF



Michael Hennessey
SHERIFF

415 - 554 - 7225

SF
SHJ
• 6
6/95

SAN FRANCISCO SHERIFF'S DEPARTMENT AFFIRMATIVE ACTION REPORT



June 1995

Prepared by Lieutenant Richard Dyer
Human Resources Manager

DOCUMENTS DEPT.

MAR - 5 2002

SAN FRANCISCO
PUBLIC LIBRARY

City and County of San Francisco

OFFICE OF THE SHERIFF



Michael Hennessey
SHERIFF

415 - 554 - 7225

A STATEMENT FROM SHERIFF MICHAEL HENNESSEY

Since 1980, the San Francisco Sheriff's Department has established an extraordinary affirmative action record. Within the national law enforcement community, our Department has set the standard for the recruitment, hiring, promotion, training and assignment of minority and women peace officers.

Achieving these goals was no accident. It has been my policy that the San Francisco Sheriff's Department be uncompromising in its endeavor to provide equal employment opportunities to all persons regardless of race, gender, ethnicity, national origin, sexual orientation, religion, age, physical handicap, or political affiliation.

We begin our affirmative action cycle at the recruitment level, reaching out to those traditionally bypassed by the law enforcement establishment: African American, Asian, Filipino, Latino, Pacific Islander, and Native American men and women, as well as members of the lesbian and gay communities.

The response has been gratifying. In our 1992 deputy sheriff recruitment drive, 82% of the 1,421 qualified applicants were minorities and women. Of the 1,557 people who registered at our 1995 recruitment desk, 92% were women and minority candidates. The positive effects of these, and five previous recruitment drives since 1980, will be felt by the Sheriff's Department and the community for many years to come.

I consider the minority hiring and promotional record of the San Francisco Sheriff's Department a hallmark of my sixteen year tenure as Sheriff, and I look forward to a continuing personal and professional commitment to the highest affirmative action goals.

6/95

City and County of San Francisco

OFFICE OF THE SHERIFF



Michael Hennessey
SHERIFF

415 - 554 - 7225

SAN FRANCISCO SHERIFF'S DEPARTMENT

ETHNIC/GENDER SURVEY OF MAJOR LAW ENFORCEMENT AGENCIES

- JUNE 1995 -



City and County of San Francisco

OFFICE OF THE SHERIFF



Michael Hennessey
SHERIFF

415 - 554 - 7225

FOR IMMEDIATE RELEASE
July 24, 1995

MEDIA CONTACT:
Mark Weinberger 554-7225

SHERIFF HENNESSEY SAYS AFFIRMATIVE ACTION WORKS

San Francisco Sheriff Michael Hennessey today released the Sheriff's Department's 1995 Affirmative Action Report of major California and national law enforcement agencies.

Again this year, the San Francisco Sheriff's Department has the highest ethnic/gender representation of any major law enforcement agency in the nation.

"Despite the current debate surrounding affirmative action, the department is working better than ever," said Hennessey. "I'm proud of our department's record in attracting the best and the brightest from all backgrounds coming together to get the job done."

"We have diversity from the top down," stated Hennessey. "Our Undersheriff is African American and our Chief Deputies of Administration and Jail Facilities are female and Latino respectively. Within the ranks, 25% of all sworn personnel are female; Asian representation is 11%--more than twice the national average."

"Affirmative action works," said Hennessey, who has received national recognition during the past 15 years for his innovative approach to recruiting and promoting women and minorities. "We will continue to open law enforcement careers to those who have traditionally been excluded."

ETHNIC/GENDER SURVEY OF MAJOR LAW ENFORCEMENT AGENCIES

Information provided by agency Personnel or Public Information office.

"Other" may include Pacific Islander and Native American.

Percentages rounded off + or - 1%.

	MALE	FEMALE	ASIAN	BLACK	FILIPINO	LATINO	WHITE	OTHER
San Francisco, CA Sheriff's Department Total sworn - 601	449 75%	152 25%	65 11%	170 28%	53 9%	78 13%	230 38%	5 .8%
San Francisco, CA Police Department Total sworn - 1,878	1,616 86%	262 14%	199 11%	185 10%	44 2%	231 12%	1,211 64%	8 .5%
Alameda Co., CA Sheriff's Office Total sworn - 734	635 87%	99 13%	17 2%	97 13%	8 1%	61 8%	544 74%	7 1%
Oakland, CA Police Department Total sworn - 667	604 91%	63 9%	45 7%	174 26%	18 3%	79 12%	346 52%	5 .7%
Contra Costa Co., CA Sheriff's Office Total sworn - 587	511 87%	76 13%	16 3%	60 10%	3 .5%	30 5%	474 81%	4 1%
San Mateo Co., CA Sheriff's Office Total sworn - 416	356 86%	60 14%	15 4%	34 8%	6 1%	34 8%	325 78%	2 .5%
Santa Clara Co., CA Sheriff's Office Total sworn - 415	356 86%	59 14%	9 2%	16 4%	0 0%	71 17%	317 76%	2 .5%
Los Angeles Co., CA Sheriff's Office Total sworn - 7,856	6,853 87%	1,003 13%	175 2%	776 10%	40 .5%	1,403 18%	5,455 69%	7 .1%
Los Angeles, CA Police Department Total sworn - 7,980	6,679 84%	1,301 16%	300 4%	1,174 15%	60 .8%	2,070 26%	4,352 55%	24 .3%
San Diego, CA Sheriff's Office Total sworn - 1,736	1,457 84%	279 16%	72 4%	151 9%	Included in "Asian"	286 16%	1,209 70%	18 1%
New York City, NY Police Department Total sworn - 36,243	30,830 85%	5,413 15%	361 1%	4,931 14%	Included in "Asian"	5,852 16%	25,056 69%	43 1%
Chicago, IL Police Department Total sworn - 13,244	10,908 82%	2,336 18%	Included "Other"	3,356 25%	Included "Other"	1,160 9%	8,599 65%	129 1%
Houston, TX Police Department Total sworn - 5,000	4,439 89%	561 11%	Included "Other"	856 17%	Included "Other"	749 15%	3,313 66%	82 2%
Average (other than S.F. Sheriff's Dept.)	85%	15%	2%	15%	.2%	16%	68%	.4%

*****SAN FRANCISCO SHERIFF'S DEPARTMENT ETHNIC/GENDER BREAKDOWN OF SWORN PERSONNEL*****

	WHITE # %	BLACK # %	LATINO # %	FILIPINO # %	ASIAN # %	OTHER* # %	MALE # %	FEMALE # %	TOTAL SWORN STAFF
SHERIFF	1 100%						1 100%		1
UNDERSHERIFF		1 100%					1 100%		1
ASSISTANT SHERIFF	1 100%						1 100%		1
CHIEF DEPUTY	1 50%		1 50%				1 50%	1 50%	2
CAPTAIN	3 60%		2 40%				2 40%	3 60%	5
LIEUTENANT	18 82%	1 5%	1 5%		2 9%		17 77%	5 23%	22
SERGEANT	23 66%	9 26%		2 6%	1 3%		24 69%	11 31%	35
SENIOR DEPUTY	38 49%	23 29%	7 9%	4 5%	6 8%		54 69%	24 31%	78
DEPUTY	145 32%	136 30%	67 15%	47 10%	56 12%	5 1%	347 76%	109 24%	456
TOTAL	230 38%	170 28%	78 13%	53 9%	65 11%	5 1%	449 75%	152 25%	601
SAN FRANCISCO AVAILABLE GENERAL LABOR FORCE (1990) [US CENSUS]	52.0%	8.2%	12.8%	9.8%	16.5%	.7%	54.3%	45.7%	

MINORITY/FEMALE SUPERVISORY STAFF

	<u>Female</u>		<u>Male</u>
BF	Sergeant Beatrice Smith County Jail #2	AM	Sergeant Doug Chin Classification Unit
BF	Sergeant Desiree Felix County Jail #7	BM	Sergeant Johnny Holloway County Jail #1
BF	Sergeant Imelda Johnson Training Unit	BM	Sergeant Frank Hutchins Community Relations
BF	Sergeant Lydia Taylor Backgrounds/Administration	BM	Sergeant Roi Dupree County Jail #8
WF	Sergeant Judith Quirolo Hall of Justice Courts	BM	Sergeant Albert Waters Alternative Programs/SWAP
WF	Sergeant Jonna Harlen County Jail #3	BM	Sergeant Dennis Williams San Francisco General Hospital
WF	Sergeant Ellen Brin County Jail #1	FM	Sergeant Fred Arquilla Administration
WF	Sergeant Rebecca Richmond County Jail #7	FM	Sergeant Franklin Winch Sr. Hall of Justice
WF	Sergeant Babe Franey County Jail #2		
WF	Sergeant Bridget O'Callahan County Jail #3		
WF	Sergeant Betty Bortin Administration/Legal		

MINORITY/FEMALE SUPERVISORY STAFF

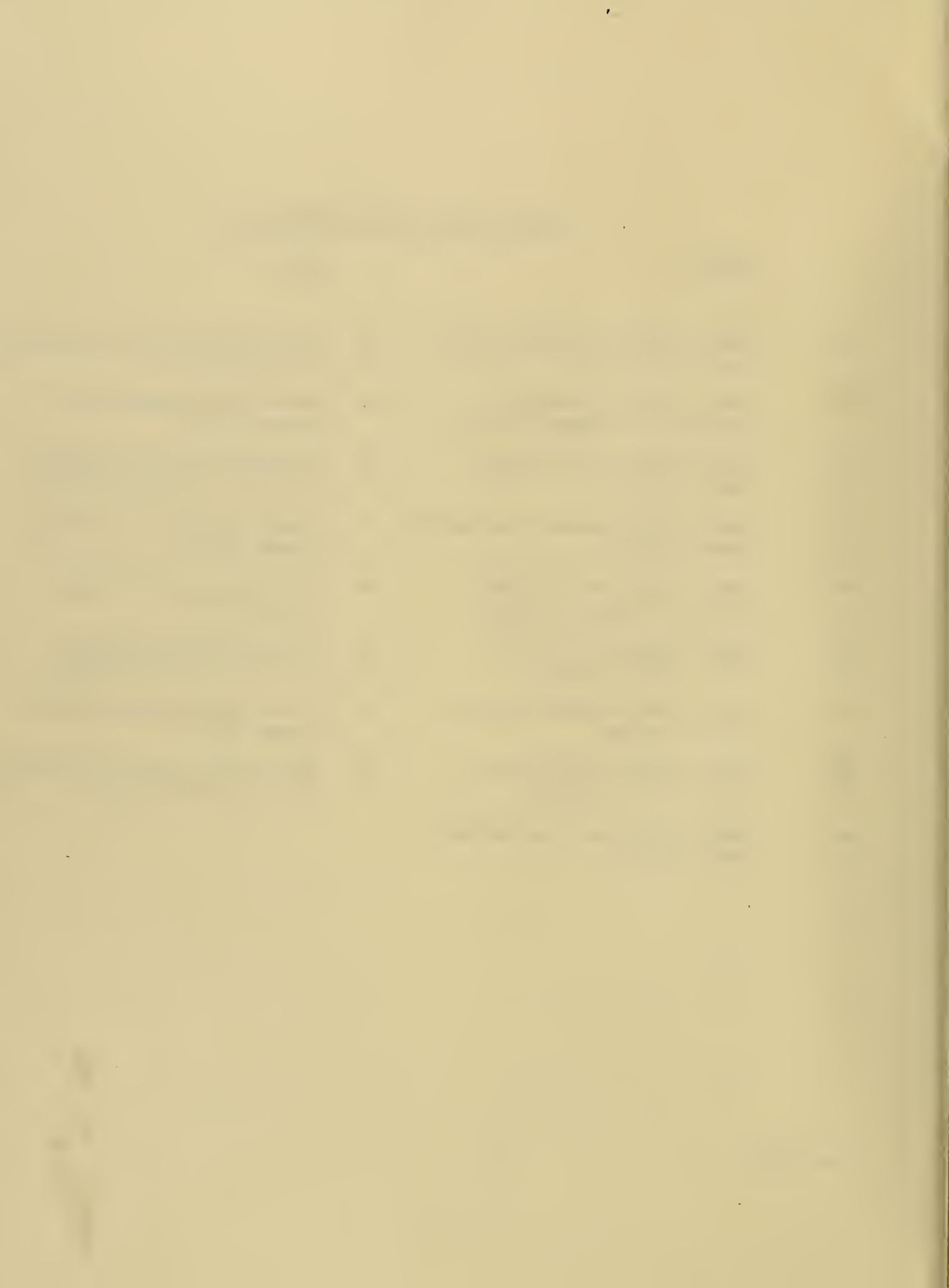
	<u>Female</u>		<u>Male</u>
AF	Senior Deputy Teri Tussey County Jail #1	AM	Senior Deputy Ernest Chin Civil Division
BF	Senior Deputy Sabrina Butler Alternative Programs/SWAP	AM	Senior Deputy William Lee Hall of Justice Courts
BF	Senior Deputy Kendal Daggs County Jail #7	AM	Senior Deputy Charles Melbourne Research & Development
BF	Senior Deputy Charlotte East City Hall Courts/633 Folsom	AM	Senior Deputy Mark Otaguro County Jail #2
BF	Senior Deputy Aundrea Johnson County Jail #3	AM	Senior Deputy Ronald Terashima County Jail #3
BF	Senior Deputy Audrey Minor County Jail #3	BM	Senior Deputy Adam Banks Hall of Justice Courts
BF	Senior Deputy Janice Reed Hall of Justice Courts	BM	Senior Deputy Malechi Burris County Jail #3
BF	Senior Deputy Lois Baty Hall of Justice Courts	BM	Senior Deputy Ernest Davis City Hall Courts/633 Folsom
BF	Senior Deputy Pauletta Reynolds Civil Division	BM	Senior Deputy Alvin Henry Jr. Civil Division
BF	Senior Deputy Mary Smith Civil Division	BM	Senior Deputy Jesse Ivy City Hall Courts/633 Folsom
BF	Senior Deputy Diana Tolliver County Jail #2	BM	Senior Deputy Edwin James Investigation Unit
BF	Senior Deputy Leona Walker S.I.S.T.E.R. Project	BM	Senior Deputy Ricardo Keppard Investigation Unit
BF	Senior Deputy Sheryon Wheeler Administration/Personnel	BM	Senior Deputy Lloyd Thomas Youth Guidance Center
BF	Senior Deputy Cecelia Wilson City Hall Courts/633 Folsom	BM	Senior Deputy Alvin Threats Youth Guidance Center

MINORITY/FEMALE SUPERVISORY STAFF

Female

Male

FF	Senior Deputy Elizabeth Velasco County Jail #8	BM	Senior Deputy Nelson Williams III County Jail #2
HF	Senior Deputy Senia Bruno Classification/County Jail #1	FM	Senior Deputy Manuel Roca County Jail #1
HF	Senior Deputy Marcia Colhour County Jail #7	FM	Senior Deputy Paul Sanfelipe City Hall Courts/633 Folsom
HF	Senior Deputy Annette Cruz Padilla County Jail #8	FM	Senior Deputy Frank Winch Jr. County Jail #3
WF	Senior Deputy Carole Murphy City Hall Courts/633 Folsom	HM	Senior Deputy Josef Araujo County Jail #7
WF	Senior Deputy E.B. Parkell Youth Guidance Courts	HM	Senior Deputy Rock Garcia City Hall Courts/633 Folsom
WF	Senior Deputy Louise Pierotti Hall of Justice	HM	Senior Deputy Richard Valdes County Jail #3
WF	Senior Deputy Jeri Pietrelli Hall of Justice Courts	HM	Senior Deputy Manuel Valenzuela Hall of Justice Courts
WF	Senior Deputy Rosalinda Woolard County Jail #1		



City and County of San Francisco

OFFICE OF THE SHERIFF



Michael Hennessey
SHERIFF

415 - 554 - 7225

1995 SAN FRANCISCO SHERIFF'S DEPARTMENT ETHNIC/GENDER SURVEY SOURCE SHEET

1. San Francisco Sheriff's Department:
Sr. Dep. Sheryon Wheeler, Personnel Manager - 415/554-7225
2. San Francisco Police Department:
R. Julie Gonzalez, Asst. Division Manager - 415/553-9000
3. Alameda County Sheriff's Office:
Donna Boyer, Personnel Officer - 510/272-6878
4. Oakland Police Department:
Lt. Antonio Romero, Personnel - 510/238-3553
5. Contra Costa County Sheriff's Office:
Emma Kuevor, Affirmative Action Officer - 510/646-4106
6. San Mateo County Sheriff's Office:
John Cuneo, Human Resources - 415/363-4857
7. Santa Clara County Sheriff's Office:
Sgt. Jim Greer, Personnel - 408/299-3127
8. Los Angeles County Sheriff's Office:
Doreen Garcia, Affirmative Action - 213/526-5635
9. Los Angeles Police Department:
Officer Cornelius Jenkins - 213/485-4745
10. San Diego County Sheriff's Office:
Gail Van Vleck, Personnel - 619/531-3373
11. New York City Police Department:
Deputy Commissioner Sandra Marsh, E.E.O. - 212/374-5330
12. Chicago Police Department:
Director of News Affairs - 312/747-5555 (E.E.O.C.)
13. Houston Police Department:
William Kepford, Personnel Division - 713/247-8700

The figures cited in this report are subject to constant change, though past reports have shown variations over a twelve month period to be minimal.



